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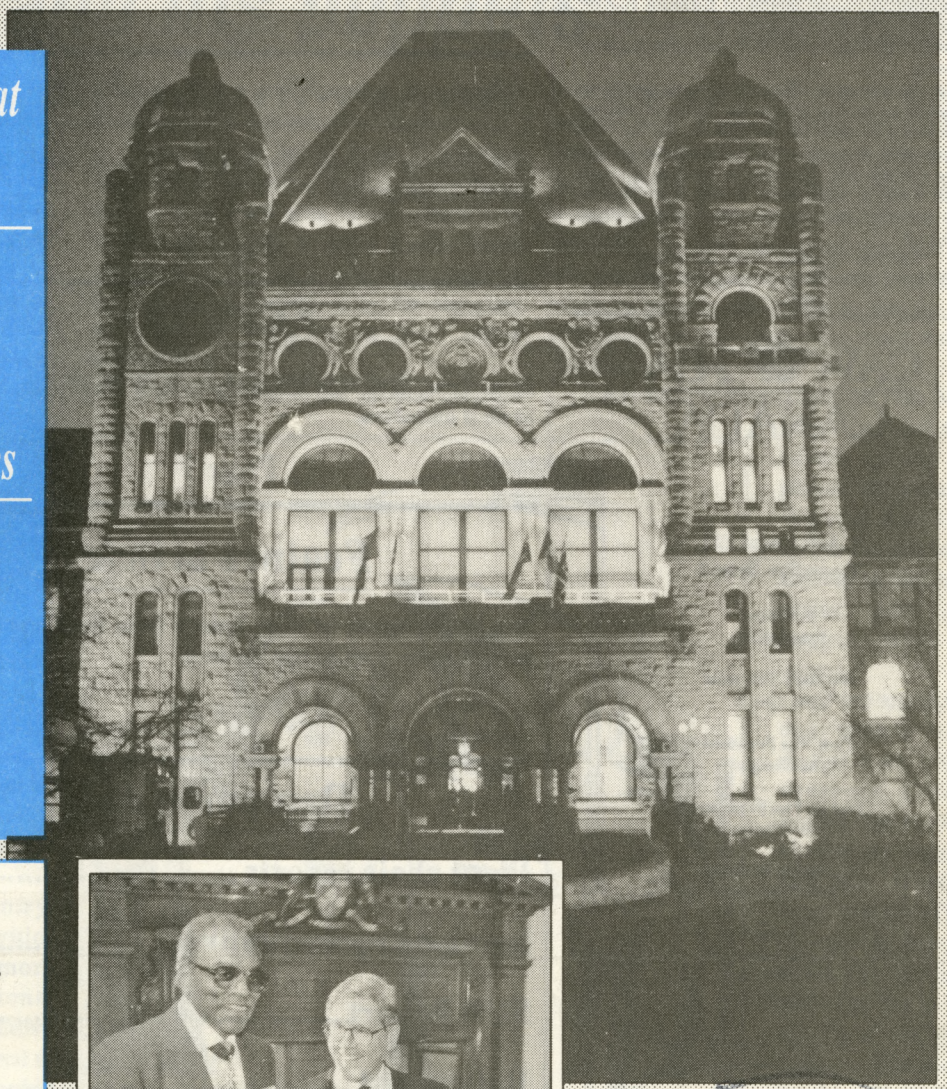
THE OSHAWORKER



A new era dawns at Queen's Park

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Duplate: Union makes it a better place to work

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Season's Greetings!

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THE OSHAWORKER

The Oshaworker is published by Local 222 of the National Automobile, Aerospace and Agricultural Implement Workers' Union of Canada (CAW-Canada), 1425 Phillip Murray Avenue, Oshawa, Ontario. Affiliated with the Canadian Labour Congress.

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Delta Faucet packs up and leaves. Eighty of our members can thank the Mulroney trade deal.

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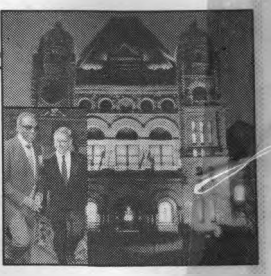
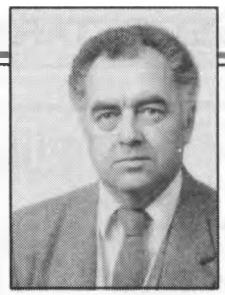


Our Cover

A new day dawns in Ontario: Premier Bob and Lieutenant Governor Lincoln Alexander walk to the Legislature for the reading of the Throne Speech. (Photo by Mike Basham.)



Another plant destroyed by Mulroney and his puppets

by John Sinclair
President

Thursday , November 15, 1990 was a sad day for our 80 Local 222 members who work at Delta Faucet Canada Inc. in Bowmanville. On that day both Len Ruel, our National Rep. and myself were asked to meet with the company at 9:45 a.m. because they had an announcement they were going to make to all of the employees, including office staff, at 10:00 a.m.

In the letter handed out to everyone including myself from Duncan McDonald, Vice President and General Manager at Delta Faucet, the company says that " in order to meet the challenges of the 1990's, Delta Faucet is announcing today a program of consolidation.

"Over a period of approximately four months, manufacturing activities currently performed at our Bowmanville, Ontario facility will be transferred to sister operations where world class faucet manufacturing programs are in place.

"At the same time order entry, warehousing and distribution activities will be centralized to serve more efficiently the needs of our national customer base. Finally, all administrative and related functions will be transferred to a central location in Ontario to provide less costly and more comprehensive support to our faucet business.

"These actions will result in the closure of our Bowmanville facility on or about the end of the first quarter 1991."

McDonald also noted that the "needs and concerns of Delta employees who will be displaced are being addressed through a comprehensive package of severance and outplacement support."

As well, in the meantime Delta will continue to operate as usual from the Bowmanville location and that further details will be announced as the project moves into the implementation phase.

The meeting lasted about 15 minutes after which everyone was told to report back to their work area because their boss had an envelope to give them. Each envelope contained a notice explaining that a firm has been hired by the company to help all workers to find other employment .

But we all know that around Durham Region or just about any place Mulroney , the Prime Minister and his puppets have destroyed just about all the small and large companies by signing the Trade Deal with the United States.

Working people get nothing

When you take a good look at that deal Mulroney and friends gave just about everything away and never got anything in return. And working people got nothing out of the whole thing except another kick in the pocket and eight more Conservative senators who were appointed just to pass the GST. So now, Mulroney can pour salt on the open wound and tax ordinary working people even more so that the Big Corporations can gain even more money for their pockets.

As well, I must mention that Mulroney has picked a select group of people for a travelling road show from across Canada to go around to different cities and ask people what is wrong.

Personally, I don't think he has to do that at all. I think everyone already knows the answer: Mulroney should call an election immediately. Then he and his puppets will get a clear message from the people of our great country. There's no doubt that he's destroying our country and he must be stopped before we lose Canada altogether.

Happy Holidays

On behalf of our staff at the Union Hall and the Executive Board I would like to wish all of our members and their families a safe and happy holiday.

Our new Union Hall paid off

by John Kovacs
Secretary-Treasurer

On November 16, 1990, I issued the last payment to Gay Construction, in the amount of $244,541.27. Therefore our new hall is now completely paid off and it fully belongs to Local 222.

On the advice of our consultant Inducon Designers, I withheld $20,000.00 which should cover the deficiencies on the building by Gay Construction.

As of writing, we have not received payment for our downtown properties and that's all I can report to you. Once monies are received, I will report fully in my future articles as to how much we received and when.

Thank you

Prior to our last month's publication, I went overseas to visit my mother and family in my native country, Hungary. Because the change of format of our paper, it took a tremendous amount of work to kick it off. Add to this my preparation for the trip, the winding down of the building completion, the past June Executive Elections completely escaped my mind.

Please allow me to take this opportunity to thank all of you who voted for me, and a special thanks to those who worked on my behalf.

Regardless of four candidates running, you elected me on the first ballot to the position of Secretary Treasurer.

On the C.A.W. Council, out of 52 candidates, only 16 were to be elected, and I finished on top with the most votes received by any candidate. For this tremendous vote of confidence I am truly grateful and humbly thank you.

It is even more gratifying because some small minded individuals have again shown the membership of Local 222 that union politics are one of the most underhanded and degrading in our human society.

It is a credit to you, our membership, that people who used the unfounded smear allegations did not get elected to any position.

Again, thank you for your support and confidence. I thank you.

Continued next page...

Bank Balance	
Current Account September 30, 1990	$ 263,565.90
Deposits - October 1990	$ 627,539.48
	$ 891,105.38
Withdrawals October 1990	$ 665,992.47
Bank Balance at October 31, 1990	**$ 225,112.91**
Assets	
Cash on Hand at October 31, 1990	$ 10,047.31
Bank Balance October 31, 1990	$ 225,112.91
Auto Workers Credit Union	$ 32,071.64
Special C.A.W. Benefit Fund	$11,687.01
Investors Group Trust	$ 509,093.08
Government Bonds	$ 12,000.00
	$ 800,011.95
Less O/S Cheques October 31, 1990	$34,084.51
Total Assets October 31, 1990	**$ 765,927.44**

This figure does not include any real estate properties, downtown or at our new location.

Receipts - October 1990	
Dues Checkoffs & Over Counter Dues	$589,727.12
Hall & Staff L/T Expense & Salaries Reim.	8,898.47
Hall Rent	5,645.00
Apartment Rent	470.00
Miscellaneous Sales	777.45
Telephone	955.97
Vending	197.55
Retired Members Dues Fund	2,249.86
Office Maintenance & Leases	292.12
Building Maintenance	1,072.78
	$610,286.32

Expenses - October 1990	
Staff & Hall Salaries	$ 149,046.59
Lost time Expense	43,275.53
Per Capita Tax	378,363.14
Telephone	7,173.62
Office Supplies	2,928.54
Hall Supplies	1,734.36
Building Maintenance	4,221.03
Office Maintenance & Leases	1,413.26
Retired Workers Dues Fund	1,772.24
Retired Members Fund (Euchres)	80.00
Donations (Bursaries - Students)	14,412.00
C.A.W. Special Benefit Fund	20,000.00
Dues Refunds	442.42
Computer	3,625.20
Investors Pension Fund	7,062.32
Miscellaneous (Bibles, etc.)	5,408.07
Education	16.20
Green Shield Premiums	1,609.10
Miscellaneous Rent (Civic)	2,156.40
Recreation	8,490.50
Publicity	666.96
New Building	30.57
Welfare	1,004.20
Duplate Council	7,500.00
Skilled Trades Fees	30.46
Total Expenses for October 1990	**$662,462.71**

Oshawa General Hospital Expansion

Your President and I have been selected to sit on a Board of Directors which was formed some eight months ago for the purpose of collecting funds which will be used to expand the O.G.H.

The last expansion was some twenty years ago in 1970 and times have changed. The Oshawa Hospital is in dire need of expansion. We did it before and I remember how we built the Oshawa Civic Auditorium. If we can dip into our pockets to build a sports complex, I'm sure we can do it to expand our hospital.

Whether we like to think about it or not, one time or another all of us will spend some time in the hospital. With our population greatly growing, the need is here.

You will see more and more publications and information about the expansion, the fund-raising, and how each and everyone of us can help.

In my life I have tried to be a champion for a good cause. Un il there is strength left in me, I will continually carry on.

Christmas Wish

Because this issue is the last one in this year of 1990, it is an appropriate time to say a few words for the yuletide season.

We, in Canada, have a lot to be thankful for. I'm saying this to you with deep conviction as a man who has travelled and has seen how other people live.

Even as our Federal Government is trying to destroy our way of living, Canada is still one of the best countries in the world to live.

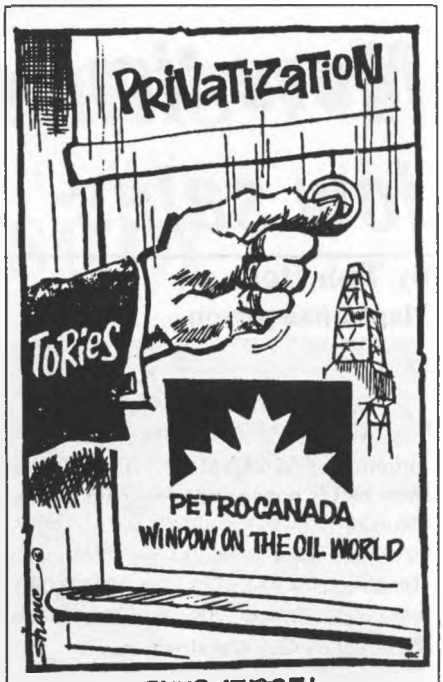
Every one of us who lives in our society has someone, or somebody, to be thankful to.

There is no better time to do so as at this blessed time of Christmas. As the world is getting ready to celebrate the birth of the Saviour of Mankind, it is in his name I'm wishing you all a very Merry Christmas and a God Blessed Prosperous Happy New year.

See you all in 1991.

Closing Messages

The purpose of life is not to be happy, but to matter, to be productive, to be useful, to have it make a difference that you lived at all.



Changes to Unemployment Insurance Act are now law

Bill C-21 now passed by the Senate and received royal assent. As of November 18, 1990, it is law and the changes are effective.

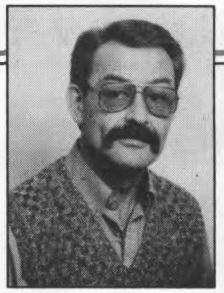
Every employee, regardless where you work, will be affected in case of a lay-off.

You can find the highlighted changes in Jerry Smith's article, but it is most advisable that you seek help if you are involved in a lay-off.

Please remember that your S.U.B. depends on your eligibility to receive U.I. benefits.

If there are any questions, please contact your Service Representatives in the Union Hall, or call your S.U.B. Representative in the plant.

The Executive Board and staff
of C.A.W. Local 222
wish you and yours
the very best
for the holiday season.



More time off reflects low sales

by Tom Hoar
Plant Chairperson

By the time this article is read by the G.M. Unit, it will likely be official that the Lumina Plant (Plant #1) will be down the last two (2) weeks prior to Christmas and the Regal Plant (Plant #2) will also be down the week prior to Christmas. Sales are not good and this is a reflection of that. More time off for a number of plants in the U.S.A. is also expected.

For the Truck Plant, we have not reached agreement yet on the provisions to be used for the announced restructuring and the 400 expected layoffs, however I feel we will reach an agreement on this issue by the time you read this article. The further layoffs were also expected to see the Flint and Pontiac plants reduced from 60 JPH down to 52 JPH, as a result of further losses in the sales of the regular one-half ton trucks.

April Discipline

The Company has stated that they will remove all discipline from each individual's record who were involved in the April shutdown, as the agreed-upon review date of November 14, 1990 has passed. If there is any doubt, you should check with your committeeperson.

Personal Grievances

The Shop Committee has asked that I notify all concerned that if you appear before the Shop Committee at our Monday morning meetings, the only subjects that will qualify for personal grievances will be where you have been denied the right to have a grievance filed, or the representative has failed to pursue your grievance on your behalf. Please note this before you plan to appear before the Committee.

Extra P.A.A. Hours

The Company now agrees that we did negotiate 32 additional hours in each year of the agreement and, as a result, the extra P.A.A. hours (8) will appear on your cheque in the near future.

Christmas Holidays

I want to wish each and every member a safe and happy Christmas Holiday and, if as expected some of you are on layoff, meetings will be held in an effort to get your holiday cheques as soon as possible as everyone who is laid-off during the first, second or third work week prior to or during the work week in which the Christmas Holiday period begins, will be eligible for pay for each of the holidays, providing such employee worked the last scheduled work day prior to such layoff.

Attention: Shop Committee

At this time, I would like to thank the Shop Committee for an excellent performance in supporting and helping me at the third step meeting. It really showed me the solidarity of our Union.

Special thanks to Tom Hoar, John Graham, Ken Sutherland, Brian King and last but not least, Malcolm Slater.

I would at this time also like to thank Natalie Halay of the Affirmative Action Committee. I have seen how very effective she is in her support and actions.

Thank you once again.

Dave Patterson

People power is the answer to Mulroney's recession

It was a bad 30 days for Local 222 starting with losing a new unit organized by the National Union. Whitby Transit was certified and became a new unit at Local 222. Forty-eight hours later, Whitby City Council gave the contract away to another carrier with only a guarantee of a "job offer" to 45 members.

If that wasn't bad enough, Whitby City Council would not even let Local 222 Executive members speak at council to give our input.

The following week, CUPE workers who do our recycling, approximately 100 are going to be without work; a "no guarantee" of having a job. The CUPE representation again tried to speak to Council but was not allowed. Another slap in the face by Whitby City Council.

Following that week, 400 truckers at the "Oshawa Truck Plant" were given notice that they would be out of work and not qualify for the VTEP, our new benefit program. And not only that, our bread and butter truck, the one-half ton pick-up, was going to the United States.

Quickly the Local Union met with the GM top brass and the National Union. What transpired was two different opinions but no answer on Local 222's request for the VTEP program.

And finally, the Local Union was dealt another blow - Delta Faucet and a loss of 80 jobs, mostly women.

What we do have are governments and corporations who just don't give a damn about the workers. They believe in contracting-out jobs, Free Trade and playing with local contract language.

Shirley Carr, Canadian Labour Congress president addresses a National Recall Day Rally. The protests, held across Canada on Nov.10, were organized to recall the anti-people policies of the Mulroney government.

What's The Answer?

People power is the answer, attend council meetings and vote out those councillors who contract-out jobs in your community, and continue to fight against the Mulroney government and Free Trade.

This is not a recession; it's a War against Governments who are anti-union. It's time we sit up and start fighting. Your job could be next.

Correction

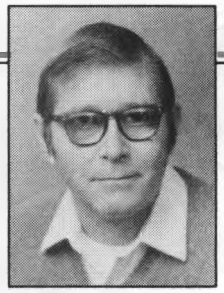
I was instructed by the Executive Board to send a letter to Mr. Ken Sutherland requesting that he return the $562.90 which he received for hotel and expenses to attend the C.A.W. Bargaining Conference in May 1990.

The first paragraph of the letter read as follows: "The C.A.W. National Bargaining Conference was held in Toronto at the Sheraton Centre, May 23rd-24th-25th, 1990." These dates were not correct.

The Bargaining Conference was held the following week, May 29th-30th-31st and June 1st, 1990.

I apologize for the mistake, giving the wrong dates for the Conference, and hereby retract same.

On behalf of Local 222, Executive Board
Fraternally yours,
John Kovacs,
Secretary Treasurer, Local 222, C.A.W.



U.I.C. Changes and "Mulroney's Lies"

by Gene Bergeron
Service Representative

During the electoral campaign in the fall of 1988, the Federal Government gave the people of Canada a solemn commitment that the Free Trade Agreement would not jeopardize our social and regional programs. In fact, they went further by promising that unemployment insurance would not be touched and that our labour adjustment programs would be "the finest in the world."

In April 1989, the Government did an about-face and introduced Bill C-21, amendments which fundamentally redefine the unemployment insurance system which has served Canadians well for the last 50 years. The bill represents the first serious attack of the Conservative Government on a major Canadian program.

Unemployment insurance is the country's most widely used social insurance program.

The unemployment insurance system, as it now operates, is acknowledged to be the most comprehensive "adjustment" mechanism for people between jobs, or temporarily laid off, and the most effective minimum wage program we have in the country. While many Canadians agree with the Government that the system could be improved, few accept Bill C-21 as the better alternative. Why have so many different groups rejected this legislation?

The bill requires emplyers and employees only to fully finance the insurance scheme and removes government contributions for the first time since the Unemployment Insurance Act was implemented in 1941.

Restricted Eligibility

In order to qualify for benefits, an additional six weeks of work will be required for claimants who live in regions with less than 6% unemployment such as Vancouver, Montreal, Toronto, Halifax, Winnipeg, Edmonton and Saskatoon. In Toronto this means the minimum number of weeks would increase from 14 to 20 weeks. A worker laid off after 19 weeks' work would no longer be eligible for benefits.

The proposed changes reduce the maximum duration of benefits that can be drawn, especially in communities with low unemployment rates. In Toronto, benefit periods are shortened by three weeks, for those who have worked 52 or more weeks, the maximum duration falls from 38 weeks to 35 weeks. In Hamilton, it falls from 42 weeks to 35 weeks, a loss of 7 weeks. In Durham/Simcoe, it falls from 28 to 17 weeks, a loss of 11 weeks.

Example: The number of weeks of insurable employment you need depends on the rate of unemployment where you live. You could need from 10 to 20 weeks of insurable employment.

The chart below spells out the minimum number of weeks needed to qualify based on the unemployment rate in your region.

New entrant or re-entrant: You are considered to be a new entrant if you're working for the first time, or re-entrant if you're coming back into the workforce after an absence of at least two years. In either case, you'll need 20 weeks of insurable employment to qualify for U.I.C.

Increased Penalties

A worker who is fired for misconduct, who has quite voluntarily, who refuses to accept a "suitable" job or "neglects to avail themselves of job opportunities" will be disqualified from receiving their full benefit.

A disqualified claimant may lose up to six weeks of benefits under the current system, at the discretion of the Canada Employment Centre counsellor.

Bill C-21 increases the penalty

IF THE UNEMPLOYMENT RATE IN YOUR REGION IS	YOU WILL NEED AT LEAST
6% and under	20 weeks
over 6% to 7%	19 weeks
over 7% to 8%	18 weeks
over 8% to 9%	17 weeks
over 9% to 10%	16 weeks
over 10% to 11%	15 weeks
over 11% to 12%	14 weeks
over 12% to 13%	13 weeks
over 13% to 14%	12 weeks
over 14% to 15%	11 weeks
over 15%	10 weeks

regime to a minimum of 7 weeks and a maximum of 12 weeks.

It proposes that the level of income replacement for those penalized be reduced to 50per cent of insurable earnings instead of 60 per cent. In addition, should the person return to work before the penalty period is fully served (ie. before benefits are drawn) the remaining portion of the penalty must be served before receiving benefits for any future job loss claim over the next six years.

Just to ensure this Bill and the G.S.T. will become law, Mulroney has filled the 12 Senate vacancies with people who will favour the Government policies and he has gone one step further and has shown his complete contempt for the Canadian people and appointed a further eight of his friends to the Senate. He campaigned against political patronage appointments during his last campaign. Just another act of dictatorship and lies.

What will be left of Canada when Mulroney is finished with it?

Special Benefits

Maternity - Parental - Sickness - Adoption

Maternity - Parental: If you work outside of General Motors, a female is entitled to 15 weeks of U.I.C., provided she does not have a negotiated benefit package that covers maternity leave at her place of employment.

Under the new Federal Legislation, she or her spouse is entitled to an additional 10 weeks of parental benefits.

These benefits can be shared 5 and 5, or 6 and 4, etc. "Please read on". You will be disappointed as will GM employees.

During recent negotiations with the Big Three, the C.A.W. negotiated a benefit package covering maternity that is second to none anywhere.

For the mother, a 17-week maternity package was negotiated and paid by Metropolitan Life. The first week of maternity will be served as a waiting period, and the following 16 weeks will be paid by Metropolitan Life.

Now comes Bill C-21, the new federal legislation, leading everyone to beleive there would be additional time off work and paid by U.I.C.

The bad news is, that in the Province of Ontario the Employment Standards Act does not cover the additional time off work for the mother or her spouse.

The additional time off work would have to be a personal leave of absence it, and this will add to your problems. If the company allows the leave of absence. On a leave of absence, we do not have benefits coverage (i.e., drugs, dental, vision, etc.). Also, the company is not obligated to ensure your job upon your return to work.

Once again Brian Mulroney and his friends enacted legislation that means nothing in this area of benefits.

I understand the only province that will benefit from this legislation is Quebec, his home province. As I stated, I am not completely sure of this last statement and if I am wrong, I apologize..

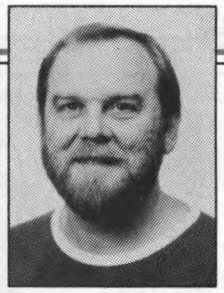
Pregnancy Related Illness

During the recent negotiations, our C.A.W. was successful in achieving benefits for the expectant mother if she was forded to take time off work as a result of her pregnancy.

If her physician feels she should not work because of her pregnancy, the expectant mother may now go off on sick benefits, however, she will be subject to the same rules that apply to any dsiablement (i.e., I.M.O. Appointments, etc.).

If you require further information on C-21, or the sick benefits package, please do not hesitate to contact the S.U.B. or the S & A Reps, or the Service Reps at the Union Hall.

Reinstatement Bill 162



by Dave Thompson
Service Representative
& Recording Secretary

and Terry Spence
Alternate Service Representative
& Committeeperson

A number of inquiries have been made to clarify accidents after January 1, 1990, regarding re-employment under Bill 162. The following is the legal definition and re-employment rights.

But we have to remember in all cases the Collective Agreement shall prevail!

Legal Definitions

Under section 54(b), subsection (1), the employer has an obligation to re-employ any worker who has a compensable injury after January 2, 1990. It reads:

54(b) (1) "The employer of a worker who, as a result of an injury, has been employed continuously for at least one year by the employer, shall offer to re-employ the worker in accordance with this section."

This means that the obligation is on the employer. They must re-employ or face penalties.

The rest of section 54(b) sets out the terms and conditions that effect this obligation.

1. Who is covered? As you just read, any worker with one year's service who has a compensable injury after January 2, 1990, is covered by section 54(b).

2. Are there limits to this obligation? Yes, there are limits to the employer's obligation to re-employ. They concern firm size and time.

Firm Size or Number of Employees

Subsection (16)(a) says:

(16) "This section does not apply in respect of:

(a) Employers who regularly employ fewer than twenty workers; or

(b) Such classes or sub-classes of employers and workers as may be exempted by the regulations.:

3. Duration There are also time limits to these rights. This is something very new to WCB. For the first time, Bill 162 has introduced time limits to workers' rights and obligations under WCB.

According to subsection (8), there are time limits to the employers' obligation. Subsection (8) reads:

(8) "An employer is obligated under this section until the day that is earliest of:

(a) Two years after the date of injury to the worker;

(b) One year after the date the Board notifies the employer that the worker is medically able to perform the essential duties of the worker's pre-injury employment, and

(c) The date the worker reaches sixty-five years of age."

5. Seniority and Health and Safety There are two other limits to the obligation to re-employ. The first concerns seniority and the second, health and safety. Under 54 (b)(14), seniority cannot be displaced by the obligations to re-employ. Seniority provisions were recognized in the Bill. Therefore, an employer cannot discharge their obligation to re-employ by trying to bump a junior employee into a job held by a member with more seniority. Their obligation still remains and must still be fulfilled.

In the WCB's policies concerning S54(b) obligations, they have also accepted that an employer cannot discharge their obligation to re-employ an injured worker by making the jobs of other co-workers dangerous. Thus, they cannot fulfill their reinstatement obligations by transferring the heavy lifting an injured worker can no longer do, to another co-workers.

This doesn't mean that the duties of co-workers cannot change. It means that their jobs cannot be changed to such an extent as to bring them into realistic danger of injury. We must always remember that it is the employer's obligation to re-employ and they must be held accountable.

Stages in Re-Employment

Section 54(b) sets out four stages in the employer's obligation to re-employ.

1. Regular Job or Comparable Job - No Restrictions - No Accommodation

In most cases, if the worker can perform her/his regular job without restrictions, then she/he will be returned to the pre-accident job. This is labour's position. However, the Act states that the employer "shall reinstate the worker to the pre-accident job OR alternative employment with comparable earnings..."S.54b(4). If the job no longer exists, then the employer is required to offer alternative employment with comparable earnings. It should be pointed out that the WCB has defined comparable at no less than 90 per cent of the pre-accident earnings. (See interim policies for clarification and be mindful that some employers may attempt to deny the pre-accident job to the returning worker.)

2. Regular Job - With Restrictions - With Accommodation

If the worker could perform the pre-accident job, if it were modified, then the employer is required to modify the job.

Continued next page...

From previous page...

This is called "accommodation". It included everything from reorganizing how the work is performed to modifying the equipment and machinery used on the job.

3. Other Suitable Work - Without Restrictions - No Accommodation

If the worker cannot do his/her regular job, even if it were modified, but the worker can do lighter, more suitable work, then the employer is required to offer any suitable job which comes open.

4. Suitable Work - With Restrictions - With Accommodation

If a worker cannot do either his/her pre-accident job or an existing suitable job, the last question is: Could he/she perform the lighter, more suitable job if there were "accommodation"? As with option (2) above, accommodation means permanent modification. Therefore, the last alternative is that the injured worker has the right to return the modified suitable work.

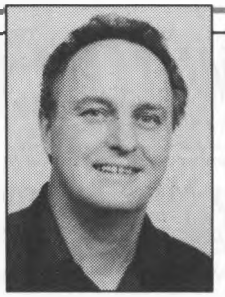
What does accommodation mean?

All of us have heard the term "light duties". This usually refers to a situation in which a worker is better but not well and cannot do everything within their old job. It usually means that for a limited period of time, they are given an easier job to do. This is not accommodation.

Another term many of us have heard is "modified work". Modified work usually means a situation in which, for a limited amount of time, a worker works less hours or is relieved of some of their usual duties. Over time, their hours or duties usually increase until they are back to their regular jobs. The central characteristic that all of these systems have in common is that they are temporary.

This is also not accommodation.

UI system changed drastically by Conservatives



by Jerry Smith
S.U.B. Representative

On Saturday, November 17, 1990, I attended an Educational Seminar at the Union Hall. This seminar was promoted by the Education Committee and as with past seminars it was very well attended. There were workshops on a variety of topics and Paul Goggan and his committee deserve congratulations for a job well done.

The new Unemployment Insurance Legislation Bill C-21 was the topic covered in the class that I attended. Joanne Babiy of the Oshawa U.I.C. Office was the instructor and her presentation was very informative and appreciated by all in attendance.

Funding

Bill C-21, which took effect November 18, 1990, has changed our Unemployment Insurance system drastically. Under this legislation the government no longer contributes to the fund, whereas in the past government contributions were approximately 25% of the total cost. As a result, workers and employers will not be forced to pay higher U.I. premiums. At this time, the worker pays $2.25 per $100.00 of insured earnings and the employer rate is 1.4 times that. I suspect that these rates will increase.

Reduced Benefits

Although premiums have been increased, the number of weeks payable has been reduced by an average of 13 weeks. A chart based on weeks of work and the Unemployment rate in a worker's area is used to determine the maximum number of weeks payable. Also, the new law makes it tougher to qualify for benefits. Depending on where a worker lives, he must have a minimum of 10 to a maximum of 20 insured weeks to qualify for benefits. In the Oshawa area, where the unemployment rate was 7.3% in October, a worker would need 18 insured weeks to qualify. In the Peterborough region where the unemployment rate was 10%, you would need 16 weeks.

This new legislation contains provisions to decrease benefits for those who quit their job. Workers in that situation used to be disqualified for from one to six weeks. It will now be from seven to twelve weeks. In addition, their benefit rate is reduced from 60% to 50% of insured earnings. This is of particular interest to our retirees. In the past, they were disqualified for two weeks and after taking their pension into consideration they were entitled to some benefit. The penalty will now be eight weeks and with the reduction of benefit rate to 50% they would, in most cases, not be eligible to receive any U.I. benefit after that period

Lump Sum Eliminated

In the past when a worker reached age 65, he or she was entitled to a lump sum equal to three weeks benefit. At that point, they no longer contributed to the U.I. fund and were no longer eligible for benefits. This is now changed and those aged 65 or older who are still working will continue to pay premiums and are able to collect benefits if they meet regular

Continued next page...

From previous page...

qualifications. This will have no effect in our plants because when one of our members reaches age 65 they are contractually obligated to retire.

Other changes include the use of more U.I. money to pay for job retraining courses, to pay people to move to where jobs are available and to pay temporary wage supplements to encourage workers to accept a new job.

Parental Benefits

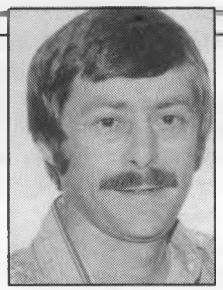
A major change to the Unemployment Insurance system now entitles parents of newborns to greater benefits. An additional 10 weeks parental benefit payable to the mother or father is now available on top of the 15 weeks of maternity benefit payable to the mother only. For a father to take advantage of the U.I. parental benefit, it would be necessary to obtain a leave-of-absence from the company.

Illness Or Outside Injury

It has recently become apparent that many of our members fail to apply for unemployment insurance when they are off work due to illness or outside injury. If you are serving an S & A waiting period with Metropolitan Life, it is sometimes possible to qualify for U.I. benefit. If ineligible to receive a U.I. benefit you would, in most cases, be entitled to serve your U.I. waiting period.

Please remember that application for U.I. benefit must be made as soon as possible and at the latest within one week following your period of total incapacity.

Your benefits while on lay-off



by Mike Leveque
Insurance Representative

I can certainly appreciate the number of inquiries that myself and the other elected Representatives are receiving with respect to benefit coverage for the brothers and sisters that are facing the impending lay-offs. I will try and cover as many of these concerns and questions as I can in this article.

Benefit Coverage While You Are At Work

You are covered for health care expenses - except for dental, hearing and vision on the first day of the fourth month following the month in which your employment commenced.

Dental, hearing and vision coverage commences the first day of the month which follows the month in which you were actively at work after acquiring one year of seniority.

Benefit Coverage While You Are On Lay-Off

If you have S.U.B. credits, then all your benefits are covered during the lay-off, except for dental. Dental coverage ceases the end of the month after the month in which you last worked. For example, if you had earnings in January 1991 then you have dental coverage until February 28, 1991. If you had earnings in February 1991 then you have dental coverage until March 31, 1991 and so on.

If you have any questions on whether your coverage is active, you can call the 644-7148, or if you are out of town, call 1-800-263-7913.

Guaranteed Annual Income Credit Units

On November 16, 1990, those at work with one or more years of seniority will have their S.U.B. credit units adjusted. This adjustment is accomplished by subtracting from 52 (104 in the case of those with ten or more years of seniority) the number of his or her S.U.B. credits on that date and multiplying the resulting number by the applicable percentage in the following table:

Seniority	
1 but less than 1.5 years	12.5%
1.5 but less than 2 years	25%
2 but less than 4 years	50%
4 but less than 7 years	75%
7 years or more	100%

Lay-Offs

At the time of writing, I have been told that lay-offs will take place in both Plant #1 and Plant #2. The lay-off in Plant #1 is expected to be for two weeks, starting December 10, 1990, and in Plant #2, for one week starting December 17, 1990. Every effort will be made to distribute a leaflet in the plant with instructions on how to complete your U.I.C. and S.U.B. forms. Please follow the directions carefully.

Joint CAW-GM Employee Counselling Program

Located at Woolco Mall — Lang Towers to assist you or your family to solve any personal problems, in a confidential manner

PHONE

John LeSurf, CAW Union counsellor 644-4282
Orville Faught, CAW Union counsellor 644-4283
Ruth Courtney, GM management counsellor 644-4284

This program is also available to retirees and their spouses.

G.M. drops a bombshell

by Dean Lindsay
Committeeperson & Alternate Service Representative

Welcome to the second issue of the new formatted Oshaworker. The first issue was greeted with approval from the members I spoke with. The current Executive Board should be congratulated on making a change for the better in our only Union source of information.

Truck Plant Lay-Offs

On October 20, General Motors dropped a bombshell when they announced that their regular cab model pickup truck, a truck that has been built in Oshawa for as long as anyone can remember, would now be assembled in the United States. The question that everyone immediately began to ask was how and when does the newly-signed contract language apply?

The contract requires that GM must give six months' notice if there is going to be any outsourcing resulting in job loss. The company's response to this question was that the new language does not apply because this is for a trial period only. There is a possibility that this model could return to Oshawa within the six-month time period. Plant Chairperson Tom Hoar has told the company that this is not acceptable and he wants a solution now to avoid any lay-offs.

At the time of writing, the meetings were ongoing. Hopefully an announcement has already been made.

Grievance Procedure

As I said in my last article, many people do not understand the steps in the grievance procedure. I will outline them briefly.

If you have a problem, you first make it known to your supervisor. If you do not get the resolve you want, then request your committeeperson. Your committeeperson will then take up the problem with the supervisor. If the problem is not resolved, then the grievance is reduced to written form. The combination of the above is called Step #1.

If the grievance is denied by the supervisor, it is then taken out of the hands of the committeeperson and is now the responsibility of the district committeeperson. He will then discuss the grievance with the superintendent. The superintendent must give a written decision to the district committeeperson no later than two (2) working days following the discussion. This is called Step #2.

If the grievance is denied by the superintendent, it will now be referred to the shop committee. The shop committee meets every Wednesday morning with management. Three things can happen at this level. The grievance could be resolved, the grievance could be referred back to Step #2, or the grievance could be moved on to Step #4.

A grievance at the fourth step is now the responsibility of the National Representative. He can make the decision after reviewing the case whether or not an appeal should be made. Again, at this step a grievance can be referred back to the third step. If the grievance is appealed but not resolved, it can be moved on for the final step - Arbitration.

These are briefly the steps of the grievance procedure and the representatives responsible for its resolve.

Grievance No.	Filed	
A10929	June 13/90	Third Step
A52629	Aug. 29/90	Third Step
A03770	Aug. 21/90	Third Step
A52479	July 24/90	Pending Negotiations
A52628	Aug. 29/90	Pending Negotiations
A13586	Aug. 21/90	Pending Negotiations
A52631	Sept. 18/90	Second Step
A52630	Sept. 18/90	Second Step

Board of Referees

Back in August, I was asked by several brothers on the I.P. Line if I could help a girl working there with an unemployment insurance problem she had. I took the case through the various stages of appeal with no resolve.

On November 5, I represented her in an appeal to the Board of Referees Hearing. I'm pleased to say the Board ruled unanimously in our favour and reversed the decision of the agent. This person is going to receive around $3,000.00 in lost monies.

Political Education Conference

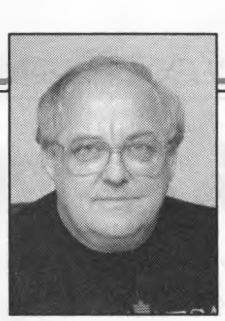
On November 16, 17 and 18 I attended the Political Education Conference in Port Elgin. The C.A.W. was instrumental in electing an NDP Government in Ontario. The theme of this conference was working men and women becoming involved in their communities and ridings. To quote from a handout, "In recognition of the need for independent political action, Canadian working people have joined others with similar aspirations to build a political party that speaks to our needs and goals. This party is the New Democratic Party of Canada."

Christmas Wishes

This being the last issue of the Oshaworker before Christmas, I would like to acknowledge some of the people I depend on throughout the years. The ladies in the Hall - Judy, Shirley, Liz, Dorothyanne, Penny and Marlene. To our inquiry person at U.I., Natalie, and to all of you I wish a very Safe and Merry Christmas and a Happy New Year.

Until next issue....

Duplate: Committee trying to make overtime shared



by Don Challice
Plant Chairperson

The Duplate unit has several outstanding grievances at present. The usual number of by-passed overtime grievances are in the process and there are a few grievances concerning company discipline of employees.

The by-passed overtime has been caused by supervision not following the proper order for overtime laid out in the contract.

The discipline grievances stem from the supervisors trying to "shuffle" people in order to fill their work schedules. This happens most often when one of our brothers or sisters become ill during the work day or, when the company wants to force overtime on the weekends.

The committee has been hard at work trying to arrange a compromise with the company in order to establish a system which will allow people the chance to have a weekend off. The problem has been to get a list working that will stop the same people from being forced to be here weekend after weekend. We are trying to make it so that the overtime is shared equally.

The Oshawa plant has been working long hours and straight through all weekends for a long time now. The current economic depression has caused lay-offs and cutbacks in every local plant except ours. Every other PPG Auto Glass Plant is in a lay-off position. Our sister plant in Hawkesbury has fifty on indefinite lay-off and plans to be down for an extended period at Christmas. Over the last few weeks we have hired.

Our extensive work with the Lumina line, with Toyota, with Honda, with Hyundai and with Mazda has kept us busier than most plants. We shall be loosing some production as the Scarborough Van Plant and Ste. Therese cut back. This should allow us to work a forty-hour work week providing other car sales remain strong.

The committee would like to wish the following brothers well on the occasion of their retirement:

June 1 - Albert Pritchard 41.3 years, Kasimier Iwancyzk 32.1 years

July 1 - William Puskas 44.1 years

August 2 - Hollis Cruwys 40.3 years Jack Dunn 39.9 years

September 1 - Glen Turney 42.2 years

October 2 - Harold Jackson 41.8 years

November 1 - Garry Pettit 38 years, Don Thornton 43.6 years, Bob Elkington 23.8 years

PROBLEMS?

Alcohol and/or Drugs
CAW-GM Substance Abuse Program

For Help, Information, Etc.
Confidential CAW Reps
Bill Malnick: 728-3355/In-Plant 644-7488
North Plant Medical Centre: 644-5146
Howie Kellock: 655-3906
or 644-3723
Doug Cameron: 725-1668/In-Plant: 644-3723
South Plant Medical Centre: 644-6093
Matt Ryan: 433-7679/In-Plant 644-5967
Truck Plant Medical Centre: 644-7080
All Can Be Reached at Union Hall: 723-1187

A message from Car Plant Area Chairperson

by Bruce Adams
Car Plant Area Chairperson

Negotiations for a new contract with General Motors of Canada in October were, as always, very difficult. This was the first time since I became Car Plant Area Chairperson that I have been directly involved in General Motors negotiations at the Master Bargaining table.

At a well-attended Local 222 Special GM Unit Meeting a few months ago, your Car Plant Committee put forth resolutions to the Collective Bargaining Convention, that were passed at that convention and became part of our bargaining agenda for 1990 negotiations. I would like to report to you that 11 of 20 resolutions were addressed and gains were made for you, the membership.

In September, I asked you to give your bargaining committee an unconditional strike vote so that we could bargain properly with the Company. You gave us that mandate and I thank you.

We promised, at the time, that we would use the mandate to try and avoid a strike and bargain the best possible agreement without one. I am pleased to report that we did avoid a strike and that the settlement is a historic one for Local 222 and our total Union, in that it contains important improvements and it is true that the contract was reached before, after and during the strike deadline.

Late Wednesday evening, your Master Bargaining Committee had to make a decision. Should we reject the proposal and commence a strike at midnight or should we tentatively accept the proposal? After full discussion, we unanimously decided that we could not reject the proposal and recommended our members go on strike. We approached these negotiations determined to achieve a good settlement and hoping we could do it without a strike. We achieved both.

Did we get everything we want that General Motors workers were entitled to? Of course not, we never do. But this is nevertheless a very good agreement. Your Committee bargained hard and made some very difficult decisions in the best interests of our members.

This agreement provides for percentage wage increases in each year of the agreement, reduced work time, vacation bonus, health care improvements and significant gains in a number of other important areas such as:

1. Dental: The annual maximum for dental benefits payable has been increased from $1,000 to $1,300. The maximum lifetime orthodontic benefit payable has been increased from $1,250 to $1,500.

2. Vision: The allowable amount for contact lenses has been increased from $120 to $140. Frames from a participating provider have been increased from $15 to $35.

3. Sick and Accident Benefits for an assembler have increased from $410 to $460 per week.

4. For filling openings or vacancies when seniority employee status is permanent lay-off resulting from reduction in force, the number of employees on lay-off has been increased from 35 to 250 before employees working lose their transfer rights.

5. The Attendance Improvement Control (AIC) program, better known as the Two Hundred Club, is no longer existing in the Car Plant.

6. Vacation Shut Down Period will be the last two weeks of July each year during the term of the 1990 Collective Agreement.

7. Car Plant employees will now be able to use the fitness centre in the Truck Plant.

8. The company will conduct a feasibility study regarding the issue of paying employees on Thursdays.

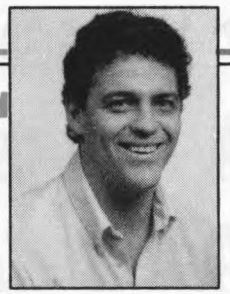
The Tory Unfair Tax called GST was addressed in negotiations and partially as a response to our Union promise to protect workers against the GST, we have improved our COLA formula and have done away with the 1 cent diversion every three months. I believe this will add about 22 cents more per hour to each employee's COLA over the life of the agreement.

I want to thank the Car Plant membership and leadership for their support through these negotiations. Together we demonstrated our Union determination to reject General Motors concession bargaining and We won.

Plant #1 Car Plant will be laid off the weeks of December 10, 1990 and December 17, 1990.

Plant #2 Car Plant will be laid off the week of December 17, 1990.

Election showed members' interest in union affairs



by Pat Blackwood
District # 10 Committeeperson

As most of you are aware by now, the Oshaworker has taken on a new format and will now only be published once per month. The paper will be available at all the plant gates in special boxes. It will now be a little more difficult keeping the articles informative and up-to-date. I, myself, am impressed with the professional format and new look. I will do my best to keep the skilled trades membership informed.

On November 13, 1990 an election was held for the new Skilled Trades Committeeperson and Alternate for Zone # 66. The successful candidates were Loyal Hopson for Committeeperson and Lance Crow for Alternate. The election was very well run and all candidates kept the election very clean.

In Zone # 50 a run-off election for Alternate Committeeperson was required. The successful candidate was Bill Doherty. I look forward to working with all three of these gentlemen and wish them the best of luck in their new positions. The turnout in both these elections was very high and showed that the membership is very interested in their union affairs.

I would like to thank Election Chairperson Bill Hart for his assistance in calling these elections and Bill "Whip" Neill and Bill Sutton for a very well run election.

Layoffs

On Thursday, November 22, 1990 a meeting will be held to discuss the current skilled trades manpower. We still have five pipefitters on indefinite layoff status. They have been out since last February. We are entering another period of uncertainty and could very well be looking at similar conditions as we had last January when General Motors came out with their quick start program. A similar program could happen this year!

The company has announced the Lumina Plant will be down for two weeks beginning December 10, 1990 and the Buick Plant will be down for one week effective December 17, 1990. There has been no talk of skilled trades layoffs at the time of writing this article.

The Truck Plant has derated the line speed from 61 jobs per hour to 53 jobs per hour. The half-ton will not be produced in Canada any more and we will now be producing 100 per cent extended cabs.

There is a changeover going on this Christmas to make the plant capable of producing 100 per cent extended cabs at 61 jobs per hour. There are some contractors in the truck Plant at his time and as long as they are here, the company must "fully utilize our trades."

The union is disputing the company's claim that this loss of the "03" half-ton does not fall under the workers security program. Our National Union and President Bob White are involved in these discussions.

We also have 29 tool and die tradespeople out on indefinite layoff. Management have threatened further tooling layoffs in the Fab Plant.

Demarcation Grievances

These grievances are by far the most difficult to resolve. The number of demarcation grievances increase whenever there are layoffs or overtime is cut. I will be approaching Labour Relations Rep. Gerry McCarten to get one full week in January dedicated to cleaning up all our outstanding demarcation problems. The Skilled Trades Shop Committee made this request at our Tuesday afternoon meeting.

Grievance Workload

Since returning from negotiations, I have tried to start cleaning up the backlog of second step grievances. The Committeepersons have been very patient and so have the grievors. By the time this article is published the majority of the backlog should be heard. I will be away on vacation for two weeks beginning November 27, 1990. During this time period the Acting District will continue to hear grievances at the second step.

New Language in Memorandum

In this recent set of negotiations several improvements were made to our maintenance memorandum. The biggest change is that "anyone with a transfer on file as of March 1st, 1991, will automatically move on the anniversary if his transfer request is met." It is very important that if you are serious about transferring, remove your transfer prior to March 1. There will be further bulletins on this prior to the anniversary period. This should eliminate all confusion and all the transfer moves should be made at one meeting.

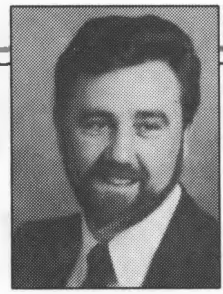
In Closing

I would like to wish all tradespeople, apprentices, and all other people a Merry Christmas and a safe and happy New Year.

If you have a problem, big or small, see your supervisor, then call your committeeperson.

Support your union.

Epoxy die project on schedule



by Malcolm Slater
District #12 Committeeperson

The " Epoxy Die" project is moving along on schedule. All applications have been received and are currently being reviewed. As you all know, the Union is very strong on seniority. So if the senior applicants who can do the job are selected, there would probably be no need for interviews. If this turns out to be the case, all applicants will be sent a letter explaining the situation.

This project is unique to District #12 Tooling and the majority of the work will be shared by the Tool and Diemakers and the Patternmakers, which are two trades that need some help right now, both having layoffs currently in effect. Any interference that might jeopardize the future of this project is not needed nor welcome. There has been already enough lies and innuendo spread around about this department to the point where it has become anti-union. All maintenance skilled trades work in the facility will, of course, be performed by the appropriate skilled trades people in Department 48A.

Tool and Diemakers and Machinists

I have written about the Tool and Diemaker-Machinist conflict before. But I think some of my comments need repeating. I personally believe that a Tool and Diemaker has, and should always have, the fundamental right to operate all tool room machines. It is a historic part of the basic trade of Tool and Diemaker. As every Tool and Diemaker from outside General Motors knows, you are expected to be able to operate all of these machines in every outside jobbing shop or tool room. It is an absolute must. That is why the Ontario Regulation for Apprenticeship Act lists training on all tool room M/C's as the number 1 requirement for a Tool and Die apprentice.

Consequently, here at General Motors 2500 hours out of the 8000-hour apprenticeship are dedicated to learning how to operate tool room machines. For anyone to write an article stating that all those hours of learning will never be used for the rest of your life (well, to be blunt) borders on the ridiculous. I have been in this trade for more than twenty- five years and can assure the writer of that article that those hours spent learning machining are vital and the skills gained will be used again and again. My advice to all Tool and Die apprentices is to take that part of your apprenticeship very seriously and take every opportunity to increase your expertise on machines after graduation.

What is also fully recognized is the machinists' absolute right to operate tool room machines. There is no instant solution to this problem but what the Union cannot do is to advance a grievance that would remove the Tool and Diemakers from the machines. That would almost certainly cause the laying off of seniority employees.

Apprenticeships

There will be no intake of Tool and Die apprentices this year due to the fact that we have twenty- eight Tool and Diemakers still on indefinite layoff. The trades being apprenticed are therefore Electricians and Machine Repair. We have had two of our laid-off Tool and Diemakers accepted into the apprenticeship scheme and I wish them the very best of luck in their new trades.

As this will be the last Oshaworker before Christmas, I will take this opportunity to wish you and your families a safe and happy Christmas. Hopefully, things will pick up during the New Year.

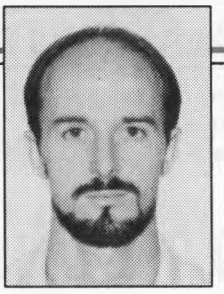
Legal Services Notice

The C.A.W. Legal Services Plan Office is open each Wednesday from 4:30 p.m. to 6:00 p.m. for free legal advice for any C.A.W. Local 222 member not covered by the Legal Service Plan (i.e. Woodbridge foam, Duplate, etc.).

The office is located at the Oshawa Shopping Centre, Suite 603, Executive Tower or phone 433-4242.

Jim Nimigon, lst Vice President, Local 222, C.A.W.

Basic trades must be protected



by John Grills
District #12, Zone #39
Committeeperson

Our Union must protect established trades by resisting all efforts to amalgamate the basic trades. Where basic trades classifications have been combined, the work should be properly returned to the respective basic trades classifications. When lines of demarcation are violated, call for your Zone Committeeperson. It is our only recourse. Management's right to assign employees to a job should not be used to violate the recognized and established line of demarcation!

Management has already reduced two overhead crane operators out of department 12 and there are still twenty - eight tool and diemakers and three patternmakers on the layoff. If management requests you to perform work outside your basic trades classification, you must work under protest and call for your Zone Committeeperson. The only work you can refuse is unsafe work in which you could injure yourself or someone else by performing the job.

Area Management

Area management has been creating a lot of unrest on the shop floor by playing with the overtime, job posting, training and reductions in the workforce.

Remember: don't let management play games. If you have a problem, see your supervisor then call for your Committeeperson.

Experimental Engineering (Dept. 2)

I would like to take this time to thank all of the experimental auto mechanics, machinists and stockchasers for their help in establishing equalization records (overtime list). These records will be maintained on an up-to-date basis and will be openly displayed within the department.

Fair Representation

The Committeeperson should investigate every grievance thoroughly. The Union Representatives should treat every grievance on its own merits and keep the grievor informed at every step. If the Union proceeds with a grievance, they should explain why and on what grounds. If the Union withdraws a grievance, they should explain why and for what reasons. This means the Union will give equal representation to everyone in the Bargaining Unit.

Joint CAW-GM Employee Counselling Program

Located at Woolco Mall — Lang Towers to assist you or your family to solve any personal problems, in a confidential manner

PHONE

John LeSurf, CAW Union counsellor
644-4282

Orville Faught, CAW Union counsellor
644-4283

Ruth Courtney, GM management counsellor
644-4284

This program is also available to retirees and their spouses.

Thanks for your support

by Dan Kewley
District #5 Committeeperson

This is my first report as District # 5 Committeeperson since my election last August. The election was called to fill the vacancy created by Doug Reynold's selection as Chassis Plant Safety Rep.

I have received a lot of positive comments that Doug is doing an excellent job. He has woken up a previously complacent Safety Dept. in Chassis from their slumber. Doug deserves our thanks for doing the very demanding District job as long as he did. I also owe a debt of gratitude to Doug for having our Working Condition Demands well organized for me when I went to negotiations.

I want to thank all of you who took the time to vote in the District Election. I also want to thank the Committeepersons and Alternates who supported me. Some of these Reps. took unjustified criticism from certain politicians, simply because they supported me and not their choice. As elected leaders in this Union, they are always asked their opinions in elections. Their right to support the candidate of their choice should not be grounds for criticism by anyone.

Leaving Zone #22 as Committeeperson has been one of the hardest things I have ever done. I enjoyed very good support and I enjoyed the people in my zone. I am proud of the people in Zone #22 because I never walked into an office alone, I walked in with your support. Anything I achieved as Committeeperson was your victory. I hope over a period of time that I can bring your attitude to the entire District. Thank you to the members of Zone #22 for giving me the honour and pleasure of representing you. Jim Douglas and Bob Thompson are the Zone Committeeperson and Alternate respectively. I congratulate them and wish them all the best. I will work with both of them and I expect they will continue to give you solid representation.

Negotiations

Negotiations was a new experience for me. It was chaotic and exhausting. You seem to experience so many different emotions as the waiting game goes on and the deadline approaches. You wait for meetings and you wait for the Company to get serious. While waiting for meetings, I put on my WalkMan and listened to music to alleviate the boredom. I guess you could call it my stress reliever. It's just as effective and far cheaper than sitting in a bar trying to build up courage.

It is too bad the Company waits so long to get serious. I guess their intent is to psychologically wear down the Reps. and the membership.

In the end, the Local and Master Committees hung in there. The Master and Local Agreements were unanimously endorsed by both Bargaining Committees. The elected leadership also unanimously recommended ratification. There is no question that any contract will satisfy everyone's wants, especially one as complex as all our combined Collective Agreements. Overall though, every selected Rep. had their opportunity to accept or reject the Master and Local Agreements.

I saw our Plant Chairperson Tom Hoar in action, as well as the National Union's staff and organization. I came away greatly impressed by both. When you look at the detailed contracts we have and the issues we attempt to resolve for the thousands of GM workers, it is impressive. Brother Hoar delivered an unanimous contract as Chief Negotiator at the Master Level. He also delivered the same unanimous leadership acceptance at the Local level. Considering the obstacles put in Tom Hoar's way, and not just by the Company, I think it was an outstanding accomplishment.

I also saw Bob White, Buzz Hargrove, Bob Tindale, Pat Clancy and Sam Gindin at various stages of negotiations. They are professional in every sense of the word. They worked long and hard with all the Committees to gain the best possible contract. I have been a detractor of National Reps. in the past and no doubt, I'll still have disagreements with them. If and when I do it will be the issue, not the person, because they are indeed dedicated.

During the eleventh hour confusion that GM created, some issues were unable to be resolved. The fact is the Company did not have the right people there to deal with some issues. Hopefully, we will have the majority resolved by the next Oshaworker. As I get caught up with the problems, I hope to be more visible on the floor.

I will also try and make sure I have an article in each Oshaworker. I do like the new Oshaworker but I hope it can be increased to every two weeks instead of monthly. When there are issues to be addressed, the communication of a bi-weekly paper is a definite advantage for the membership.

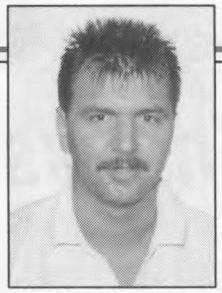
Correction

In last month's editorial, we stated that C.A.W. Local 199 publishes it's newsletter bi-monthly. This is not correct.

Local 199 publishes 10 times a year, once a month except July and August.

The Editorial Board apologizes for the mistake.

Demarcation issue fueled by manpower losses



by Eugen E. Weber
Zone #36 Committperson

It was a pleasure to see that the first issue of the new formatted Oshaworker was so well received. It was even more gratifying to hear some feedback on the various articles in it. The fact that the feedback was instantaneous is a good indication that people are reading the Oshaworker and I feel that this a good way to educate the membership on sensitive issues within the plant.

Putting Demarcation into Perspective and Its Impact on a Department

This past year in Tool and Die we saw a considerable rearrangement and reduction of our manpower which has had an adverse effect in our ability to function As well, it has added fuel to the fire regarding demarcation issues. What is distressing from a Union Representative's view is that not too many people care about demarcation. Allow me to explain using Dept. 12 as an example with the facts as they are.

In the North Plant this year we saw the loss by deduction of two of our overhead crane operators because the Company decided to install a pendulum control crane and provide diemakers in the department with training to operate it. This is nice, or so everyone thinks; but consider that the two displaced crane operators displaced two other people who eventually put two people out on the street. It is obvious who gained in this case.

Per Diem and Job Assignment

We have also seen the effects of per diem assignments and just plain job assignment of diemakers that resulted in those people performing work traditionally performed by other bargaining unit employees or other trades. A good example is draftsmen's and designers' work.

We are currently suffering a lull in the workload in the design office and, as well, a situation whereby overtime equalization is nearly at a standstill. It is ironic that these reassigned people are just too happy to slide in and help the Company out by performing someone else's job. To add insult to injury, in one case the person involved was being paid the designer's rate.

Installation of Equipment for the Purpose of Convenience

There has been an influx of equipment into certain areas of Tool and Die which was installed with the understanding that it was for the purpose of convenience. But the privilege of having this equipment is being abused to the point that it is creating a problem between the trade which should actually be performing that work and the one which has seen fit to take it on as part of their job responsibility. This problem becomes most apparent when it concerns the overtime rights of the respective trade involved.

It's your job.

We have had to challenge the Company on certain jobs where we had been "given" this job or that job because we had always done it. Yet, in reality it wasn't our job. A perfect example of this was the issue concerning the filling of the die-draulic tanks on the line 4 presses in 53 building. This issue came to a stand-off before it got resolved.

Out of Control

To really put this demarcation issue into perspective, you only have to look at the number of skilled trades classifications working in Dept. 12. There are nine different trades classifications including Tool and Diemakers. If you look at the remaining eight trades, Tool and Diemakers have made inroads into some, if not most of those respective trades classifications and are performing some, if not most, of the job functions of those trades.

If you look at the number of non-skilled classifications in Dept. 12, there are four. Of those four, three have been taken over by Diemakers and the reason that Diemakers have replaced those non-skilled people is because the non-skilled people were reduced from the department in order to save money.

Bottom Line

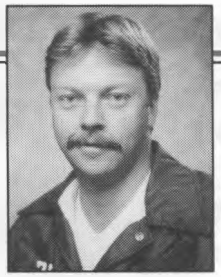
As long as everybody is willing to do somebody else's work, we will be faced with reductions in force because it is only natural then that you need less people to do the work. Face it. We still have twenty-eight diemakers out on layoff. As long as things go the way they are going now, that number can only get bigger.

The other thing that burns my butt is that when we meet with Management we are constantly reminded of how far behind a die is or how much over a die is.Ever wonder why? Seems everybody is so busy doing everyone else's job that maybe we haven't got time to do the job that we are here for properly.

I know that this article will raise a few eyebrows, but then again that is what it is meant to do. Demarcation is a controversial issue and one that requires a show of unity to maintain and protect the rights of that individual trade.

I would like to finish by wishing everyone and their families a Merry Christmas and a Happy New Year. I hope that your holiday is a happy one.

Meeting held to correct food situation



by Ron Carlyle
Committeeperson and
G.M. Unit Executive Member

On Tuesday, October 2nd, I attended a meeting with the T.R.S. people pertaining to the quality of the food and the lack of it. Especially on night shift, I have had numerous complaints of very little food being available come lunch hour, not to mention the sad shape it looks and tastes like. They were told, people don't mind paying for a product, but a proper selection and a satisfying meal is what counts most. Hopefully this (and the Friday night hours) will be corrected in the near future. If not, maybe it's time to push the company into looking for a new, more reliable vendor to supply this service.

Speaking of lunch hours, the shift superintendant has been told that many times when production works lunch hour, the employees are being asked only 20-30 minutes beforehand. He has assured us that he would tell his superiors to give us as much advance notice as possible. Now the ball's in their court: Produce.

P.A.A. Days

Having trouble lately on getting a paid absence allowance (P.A.A.) day off? I know for a fact that some employees asking weeks in advance for a P.A.A. day have been denied. What good are having these days if management are refusing to let people take them? Must people be forced to resort to other methods to have a much-needed day off? Especially when some supervisors' areas are reaching 80 employees and management are only letting two people per group go on any given night.

U.R. Overtime

Finally after many discussions, shift #1 has a new U.R. overtime agreement! Instead of going by an outdated, much cheated U.R. overtime list. It will now be done by equalizing all U.R. employees within the supervisors group. In the event that certain groups are getting more hours and are causing a spread differential, the low groups in the department will be offered the weekend overtime, thus having it balanced out fairly. All supervisors have to keep track of their own U.R. people's hours. Thus we will be able to police this agreement a heck of a lot better than the old one. This is supposed to start Monday, November 12th, 1990.

Lockers

We're now trying to get personal lockers revamped to one locker per job. It will make it a lot easier when people move around on job postings, transfers, layoffs, etc. This should partake around the Christmas break.

Contract News

Even as I'm writing this column, the union and Company officials have a few outstanding issues that have not been settled. It makes it hard (at times) for the Committeeperson on the floor to relate the new contract when some issues are still up in the air. Just like the announced layoffs in the Truck Plant. We as a committee can't get straight answers until the upper houses on both sides of the table hash it out. Hopefully all Master and Local issues can be signed and printed, for we can all have a better understanding of the new contract.

In closing, I know this is going to break all our hearts. But on Wednesday, July 25th, the new main offices (resort by the lake) air conditioner system broke down. With it being hot, they sent their fourth floor employees home. Too bad we were not granted this same privilege. Until later, have a good day.

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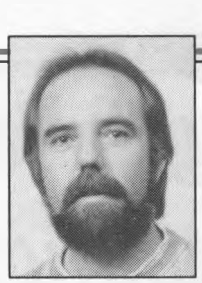
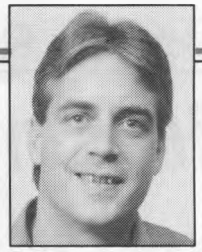
Congrats to Master Committee





by Rick McMullan
Chairperson

and Jack McEachern
Vice-Chairperson

We would like to congratulate the Master Committee for a job well done in the recent negotiations. With the troubled times we are in at present, we received an excellent package.

Changes in the Collective Agreement which affect apprentices are numerous.

1. Tool allowance was increased to $1,000.00 from $800.00. The increases are now $100.00 every 916 hours. This is retroactive to anyone in the apprenticeship on or after September 17, 1990.

2. Wage increases: 3% - first year, 2% - second year, 2% - third year, as well as a percentage of the skilled trades adjustment in the first and third years of the contract.

3. Credited time must be applied for within the first year of the apprenticeship for any apprentice who begins the apprenticeship after September, 1990.

4. The seniority issue for the apprentices upon graduation is now in writing in the agreement!!!

5. When new apprentices begin the program, they now have 21 calendar days from the original start date to begin the apprenticeship and retain the original seniority date. This will eliminate problems from the past which occured due to people taking vacation before they started or the plant couldn't release them from production until a replacement was trained.

These are just a few of the changes which took place. We held an "all apprentice meeting" at the C.A.W. Hall on Wednesday, November 14th 1990 at 4:00 p.m. We would like to thank all the apprentices and guests for coming out to this meeting. Approximately 70 apprentices attended, as well as guest speakers: Brian King, Pat Blackwood and Malcolm Slater. This was the best attended meeting we have held and was very informative for everyone in attendance.

The new 1990 apprentices, consisting of 17 machine repair and 15 electrical, will begin their apprenticeship on December 10, 1990 in the Training Centre. There will be no tool & die apprentices starting this year as there are still approximately 28 journeymen on layoff.

All applicants for this year will be receiving a letter by mail regardless of whether they were accepted or not.

In September, there was a job posting plant-wide for two electrical instructors in the Apprentice Training Centre. Their job function is to set up and instruct a basic training program for electrical apprentices. The successful candidates for these two positions were Jim Irving and Dave Goodwin.

On December 12, 1990, a banquet will be held at Durham College for the 65 graduated apprentices of 1990. Congratulations to all.

Rick McMullan 644-3977, Jack McEachern 644-3976.

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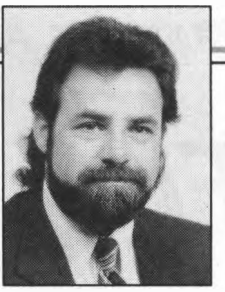
Pre-retirement course up and running



by Paul Johnston
Committeeperson

I have been involved with the set up and instruction of the Pre-Retirement Course and I can say that the course has done very well. I have had a lot of help and the course will continue on with a new class starting every two weeks. Presenters are a C.A.W. Legal Service lawyer who talks about all of the legal services and answers any questions you may have.

Don Huttot from the Auto Workers Credit Union and Keith Brymer do a presentation on the financial options available to you, that is very important. Also, the Canada Pension Office sends a representative who explains all of your C.P.P. benefits, which is very informative. Ray Finney has been presenting the G.M./C.A.W. Pension Benefits in detail, which is a must for anyone thinking of retirement.

These four presentations are invaluable alone, but also in the course there are other topics such as leisure time, living alternatives, budget sheets, health care benefits, etc.

The class size is kept to about 30 maximum so there is time to answer all of your questions about retirement, and I imagine if you haven't taken the course, you will have some. Before you can make a sound and logical decision about retirement that effects your family, you must know the answers to your questions.

Now that the course is successful and up and running, which is what I committed myself to do, it is time for me to return to my Committeeperson job. Personally, I have enjoyed presenting the course to the many high seniority brothers/sisters and their spouses. It has been very challenging and rewarding.

I would like to thank everyone in my zone for being patient and allowing me to take the time away from my Committeeperson job. Also Ray Finney and all the other presenters that do such a fine job. Based on the "Course Evaluation" that everyone completed, (the four classes are asked to fill out) everyone says that they would recommend the course to attend. This in itself says there is something there for everyone.

Union is the members

by R. A. Roberts
Department # 82

Earlier in November Brother Ron Smith worked his last shift in the Body Shop.

No he didn't quit, or get fired. He went home, picked up a rifle, and put a round through his heart. No one seems to know what brought Ron to take this action, and this writer is not about to make assumptions.

A member of the C.A.W. is more than just having somebody negotiate a raise every three years, or putting a call in for your Committeeperson when you have a problem with your supervisor.

It's more in the sense that the Union's concern is its membership, and the memberships' problems. Whether a member has financial , marital, or personal problems, or alcohol problems, there are counsellors in place to help people in these situations. Maybe if you find that you do need to see a counsellor, and they personally cannot help you, they have the knowledge to know where to send you for help.

If you do need to see a counsellor, you can get in contact with them through your Committeeperson or by phoning the Union Hall.

I wish to extend my condolences to the Smith family.

Work accidents, most serious accidents

If you are injured at work, chances are you will end up in hospital.

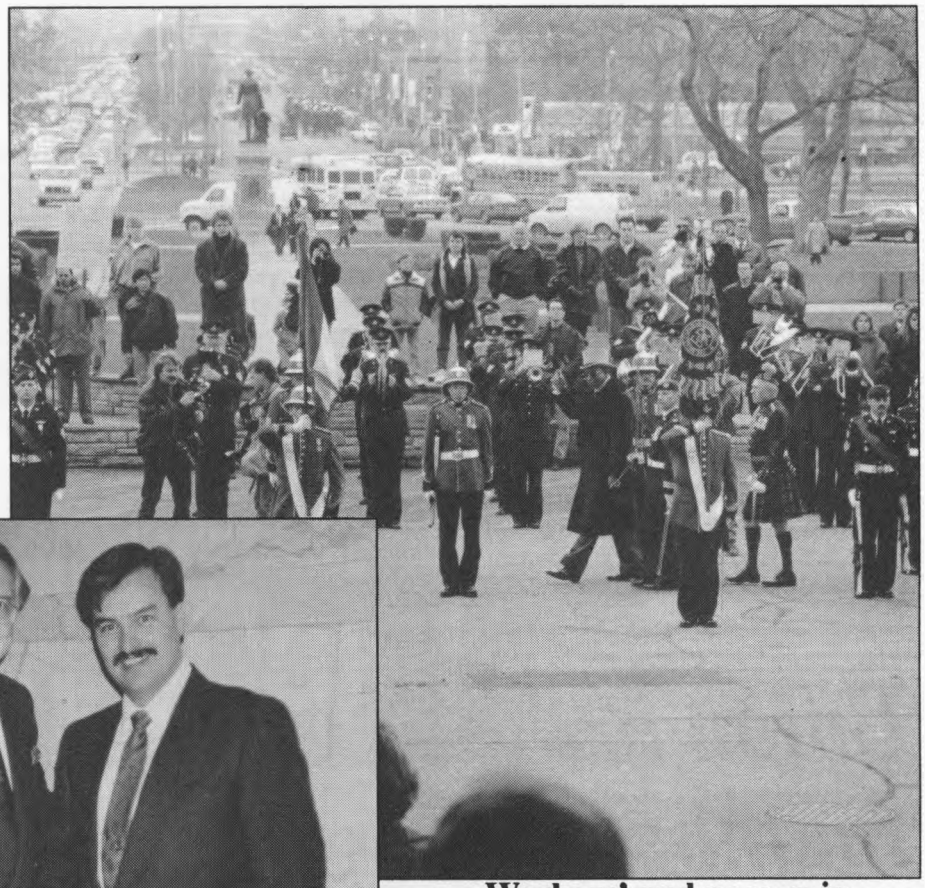
A Statistics Canada social survey shows work accidents have the most serious consequences of all accident categories.

Almost two-thirds of people involved in work accidents were treated in a hospital.

In addition about 95 per cent of all work accidents caused some activity loss.

By contrast, about one quarter of traffic accidents resulted in hospital treatment.

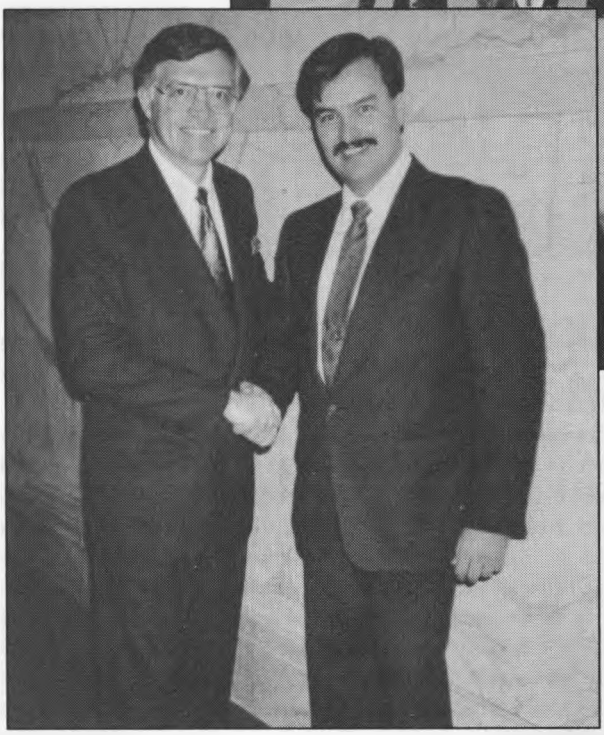
First NDP Throne Speech



The NDP's first Throne Speech ever in the history of Ontario clearly signals that the political landscape in this province will continue to undergo significant changes for the better. Pledging to undertake many of his campaign promises the Premier and his government caution that " it assumes office with great expectations and that not all of these expectations can be met."

Acknowledging the cynicism and distrust people feel towards government, the NDP, in its Throne Speech, emphasized the need for integrity in government saying " my government's first challenge is to earn the trust and respect of the people of Ontario.

" My government's integrity will be measured by the way this government is run and our relations with the people we serve. Our task is to guard against institutional arrogance and the abuse of power wherever they exist."



To that end the new government is committed to introducing conflict of interest guidlines at both the provincial and municipal level ; will allow "whistle blowing" and political participation by public employees " And perhaps, more importantly, Premier Bob Rae pledged in this speech to admit their mistakes when and if the goverment makes them.

Workers' and poor gain with NDP

Championing the rights of workers and the poor throughout the election campaign and in opposition the NDP reinforced those convictions with commitments of action in this Throne Speech. Among the commitments offered in this speech for working men and women were :

- increasing the minimum wage over a five-year period to 60 per cent of the average industrial wage in Ontario.
- promoting both pay equity and employment equity through working with " employers and employees to find practical ways of achieving equitable

signals big changes

wages for all women in Ontario" and after consultation, introducing employment equity legislation.

As well the government intends to "introduce a number of measures to protect workers during this period of economic restructuring," including:

- a wage protection fund for workers of bankrupt companies
- stronger measures on layoff notice, severance pay and other adjustment issues

And in the " belief that democratic principles shared by all Ontarians must be extended throughout the economy " the government "will ensure that workers can freely excercise their right to organize."

Equality, justice prevails

In other areas the new government has committed itself to make life easier for those who face poverty and to provide greater protection for the working poor. Some of those measures include:

- revise rent review legislation
- help to expand the supply of affordable housing particularly non-profit housing
- fast-tracking changes to the social assistance system in order to eliminate the root cause of food banks and homelessness.

First NDP Cabinet in Ontario

The following is a list of the first NDP Cabinet in Ontario.

Floyd Laughren: Deputy Premier, Treasurer, MPP for Nickel Belt 965-6361

Bob Mackenzie, Labour, MPP for Hamilton East 326-7600

Bud Wildman, Natural Resources , Native Affairs, MPP for Algoma 965-1301

Marion Boyd, Education, MPP for London Centre 965-5277

Elmer Buchanan, Agriculture, MPP for Hastings-Peterborough 326-3067

Shirley Coppen, Minister Without Portfolio, Chief Government Whip, MPP for Niagara South 965-3311

Shelley Wark-Martyn, Revenue, MPP for Port Arthur 965-2901

Evelyn Gigantes, Health, MPP for Ottawa Centre 327-4300

Mike Farnan, Correctional Services, Solicitor General with responsibility for Anti-Drug Strategy, MPP for Cambridge 965-2021

Howard Hampton, Attorney General, MPP for Rainy River 326-4000

Alan Pilkey, Industry, Trade and Technology MPP for Oshawa 965-1617

Peter Kormos, Consumer and Commercial Relations, Financial Institutions, MPP for Welland-Thorold 326-8500

Zanana Akande, Community and Social Services, MPP for St. Andrew-St.Patrick 965-2341

Ruth Grier, Environment, Greater Toronto Area, MPP Etobicoke- Lakeshore 323-4360

Gilles Pouliot, Mines, Francophone Affairs, MPP for Lake Nipigon 965-6424

Dave Cooke, Housing, Municipal Affairs MPP for Windsor-Riverside 585-7111

Richard Allen, Colleges and Universities, Skills Development, MPP for Hamilton West 965-3288

Jenny Carter, Energy, MPP for Peterborough 965-4286

Frances Lankin, Management Board, Government Services, MPP for Beaches-Woodbine 327-2020

Rosario Marchese, Culture and Communications, MPP for Fort York 965-8098

Peter North, Tourism and Recreation, MPP for Elgin 963-1401

Shelley Martel, Northern Development, House Leader, MPP for Sudbury East 965-3707

Elaine Ziemba, Citizenship and Human Rights with responsibility for Disabled, Seniors and Race Relations, MPP for High Park-Swansea 965-6202

Anne Swarbrick, Minister Without Portfolio respponsible for Women's Issues, MPP for Scarborough West 585-7414

Ed Philip, Transportation, MPP for Etobicoke-Rexdale 965-2101

All other members 965-3311

THE AUTO WORKERS (OSHAWA) CREDIT UNION LIMITED

ANNUAL MEETING

Will Be Held

1 P.M., SATURDAY JANUARY 19, 1991

McLaughlin Collegiate & Vocational Institute
Stevenson Road North, Oshawa, Ontario.

The By-laws provide that at this meeting
YOU WILL:
Elect Directors and Committees;
Consider proposed Amendments to By-laws;
Receive Board and Committee Reports, Audited Financial Statements.

DON NICHOLLS, Board Secretary

Copies of the Annual Report may be picked up at the Credit Union Building. The Annual Report contains all proposed by-law amendments and the Audited Financial Statements and Reports of the Board of Directors and Elected Committees.

Annual Reports will not be mailed to members but must be picked up.

Good committee makes Duplate a better place to work

Some things may have changed at Duplate over the years but Don Challice says " the feeling is, is that Duplate is a good place to work.

"At one time people would rather come here than go to GM." and that 's with a current wage difference of about $1.00 between the companies.

Organized since the late 1940's Challice says there's a "good committee to work with at Duplate that makes a big difference " at the plant.

Challice who has worked at Duplate for the past twenty-eight years and is currently the Union 's Unit Chairperson points out that Duplate's products line has changed during the past few years.

Now, the 440 people working at the company produce only side and back windows . "At one time we used to do the windshields, television glass and even blackboards."

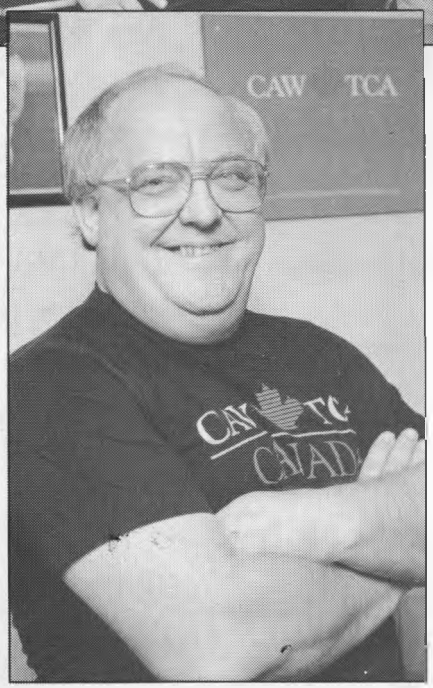
But there have been other changes at Duplate. Besides a change in the product line, Challice notes that automation is, of course, one of those changes. "Where we used to have people working there are now robots" doing those jobs he says.

As well the workforce has changed somewhat. There are now more women working at Duplate and as Challice points out that at one time women only worked at "female-type jobs with female-type wages.

"But again since the early seventies that has changed. Now the women at Duplate have the same jobs and wages as men."

Built in the early 1920's and located on 1st Avenue in south Oshawa, Duplate, unlike most other plants in Ontario are still on a seven-day operation and in a hiring position.

"There's been heavy overtime for the last couple of years. The biggest problem right now is overtime and trying to get our rascals out. But they're getting sick and



tired of working overtime," Challice says.

Currently, there are a few outstanding grievances as a result of the overtime problem. As well the company and the union have been meeting to iron out the problem so that people are guaranteed some weekends off.

But Challice notes that " if GM slows down, we don't have to worry about our over time problem anymore."

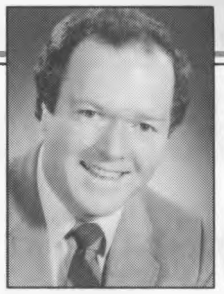
Although GM is currently Duplate's largest customer commanding about 60 per cent of Duplate's sales Challice stresses that the company has other customers including Honda, Hyundai, Toyota, Mazda and Chrysler. As well Duplate ships glass to the U.S.

Consequently, there is only one operation at Duplate, the Hardware Assembly line where about fifty people work that is tied into the GM shift. The three other shifts are not matched to GM.

But Challice says that " if car sales go down we got layoffs and the way things look, that could happen in January.

"With the economy alone - the recession- we know car sales are going down. As well inventories keep getting higher and higher."

He also notes that as far as the GST is concerned "the good news is that car prices might drop. The bad news is that our incomes will also drop."



Federal Cabinet should stop sulking and get working

by Mike Breaugh
MP, Oshawa

The only constant in life is change, and we certainly have witnessed our share of changes so far this year. For the first time in our history, Ontario has elected an NDP Government. It is certainly a difficult time to govern but it is a challenge that we accept. It is the result of many years of struggle and the best way to break in the New Union Hall that I could imagine. That evening filled the Hall with warmth for the many who had toiled for years, in difficult circumstances to bring about these changes in Ontario politics.

Since the summer by-election, I have been busy learning a new process, filling out forms and trying to make sure that the constituency office is operating. The Federal Parliament is a huge operation. It has its own bureaucracy and it does its work in a way that defies logic. They are very big on forms and manuals but with a little persistence and many questions later, a new member can finally begin to function. it is difficult for someone like me with little patience and less tolerance for the bureaucratic way of life.

Government most unpopular

The House of Commons is a rather nasty place to be at the moment. The Government desperately want to regroup and try again. There is a rancorous tone to the debate that perhaps reflects the many conflicts that are at work in this country. The Government is the most unpopular in our history. Its agenda has been high-jacked by the senate. The House seems caught in a difficult position with a Government that doesn't know what to do and cannot seem to find any good news for its troops.

There is even an argument about how many members from each party will sit on committees. Some committees are not sitting, some continue with business as usual. I sit on the Election and Privileges Committee. It seems to be able to continue work but many other committees have simply refused to meet. The House of Commons is grinding to a halt.

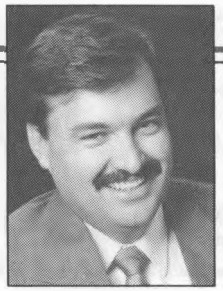
Canadians deserve better

The people of Canada deserve better. The House of Commons is an elaborate, expensive process for governing this country. At the moment, it appears to be failing and the government seems almost in a snit that it is being rejected by the very people that gave them such a huge majority. It is not a happy or productive place to work.

Spending a few days in Oshawa during the Remembrance Day break has been good for me. It is nice to spend some time among people who can handle adversity. It is a hopeful sign that there are still people who solve problems rather than get depressed about them. Perhaps the Federal Cabinet should spend some time here. Maybe they are misunderstood. Maybe it's true that no one loves them anymore. Maybe they could stop sulking and get to work at resolving some of our country's problems. Or maybe I'm a new member who doesn't understand the problems of life in a limousine.

P.S. - Just a note of thanks to C.A.W. Local 222 and its members who supported and worked for me during the federal by-election. Working in an election is never easy but one in the heat of summer makes it even more difficult. The effort put forth by members of Local 222 during this period was greatly appreciated.

We understand each other clearly



by Larry O'Connor
MPP, Durham York

Congratulations brothers and sisters on your new contract. I wish we had the same bargaining team at Queen's Park to bring our benefits up to the level I am used to. It has been a busy two months since the election of the first New Democrat Government in Ontario. I want to thank all my supporters from the Local once more.

Let me tell you about the first two months as a new M.P.P. For example, I needed to go shopping for new work clothes, mainly shirts and ties. On a more serious note, I now have my two offices opened and operational (sort of). My constituency office is located on High Street in Sutton which is right off Highway #48. My phone number is (416) 722-7212. I spend Fridays there and take appointments for Saturday morning. We are going through the process for having a wheelchair ramp installed to make it more accessible. I had a nice office at Queen's Park in the North Wing but had to move when the Premier asked me to be Parliamentary Assistant to Ruth Grier.

The Honourable Ruth Grier is the Minister of the Environment, with responsibilities for the Greater Toronto Area. My added responsibilities are to help her with the Greater Toronto Area portfolio. To be closer to my Minister I moved into the Ministry of the Environment on 135 St. Clair Ave. W., and my phone number is (416)323-4716. My office is on the 14th floor and I can watch the sunset before going to another meeting. I have spent much of the first two months getting brought up to speed on issues in the riding and most recent issues dealing with the G.T.A.

I have had the opportunity to speak to several groups since the election, and one thing stands out in my mind is the communication level we share. Whether I talk to a church group or a group of C.A.W. members at Port Elgin, we understand each other clearly. I hope that since New Democrats have had taken office, more people will get involved in their riding associations. The NDP is a grass roots party and we will be more successful as our Riding Associations grow. Our Political Education Committee attended the P.E.C. Convention at Port Elgin in November and were the only committee with M.P.P.

In closing, any member of the P.E.C. Committee will be more than willing to renew your lapsed NDP membership.

Deadlines

All copy for the next issue must be submitted by 4 pm December 7, 1990

All copy must be submitted by 4 pm. Otherwise, your story will not appear in the next issue.

C.A.W. Local 222 Labour Education Conference

by Paul Goggan
Education Chairperson

On November 17-18, 1990, the Education Committee held a weekend Education Conference at our new Union Hall. Our opening speaker was Thobile Mhiahio, who is the Education Co-ordinator for the South African Congress of Trade Unions. Brother Mhiahio, Sister Sindisiwa Sekoaie and Brother David Nobandia are in Canada as special guests of the C.A.W. National Union. Our South African friends, plus over 140 delegates, instructors and committee members attended this conference which was open to all members of Local 222.

Education Committee Members

Paul Goggan	Chairperson
Lynn Argue	Vice-Chairperson
Rick Reid	Secretary
Jim Douglas	
Craig Baumgartner	
Brian Wilson	
John Dolstra	
Dave Barber	
Don Thompson	Liaison to Committee

Education Conference Courses:

Planning for Retirement
Committeeperson Training
Human Rights
Unemployment Insurance
Changing Work Practices
Labour

Education Conference Instructors:

John Kearney
Terry Savoie
Dawn Cartwright
Peter Birmingham
Gary Hillier
Joanne Bobie
Kathy Twaites
Tim Carrie
Paul Goggan

Special Thanks to:

The Ladies at the Hall
The Ladies Auxilliary
The Executive Board
Jim Campbell
Ron Moran
Peter Kennedy
Annie Labaj
John Kovacs
Tom Hoar
Ron "Gibby" Gibson
Eugene Bergeron
Robert Nickerson
Pete Bellefeuille
Ken Thibeau
Bill Neill
Dave Barber

Special Draw Winners:

Joan Fowler
Terry Wilson
Doug Clarke

Thanks to all the brothers and sisters, the Education Committee was able to sponsor a very successful C.A.W. Labour Education Conference. The Education Committee would like to thank our opening speaker Thobile Mhiahio, all the delegates, instructors and C.A.W. National Education Department.

The Empowerment of Women topic of CLC conference

by Natalie Haley
Department 44B
Women's Committee

Every two years, the C.L.C. hosts a Women's Conference that is always open to union men. This year's theme, as you can see, is The Empowerment of Women. The theme for each conference is always different, and comes from topic suggestions forwarded by the body of those who attend this conference. We gather from all across the country to share ideas, strategies, programs and most important experiences of inequality such as discrimination, violence, lack of promotion within an old boys' system, the lack of advancement within our own unions for women, and the lack of understanding men have for women's issues.

Dave Thompson, Christine Thompson, Nora Edelenbos, Sharon Howell, Marilyn Rogerson, Kathy Fowlie, Bonnie Roberts and Natalie Haley.

Now, the input is not always negative, there are success stories where the men in the labour movement believe that it is time to tear down the barriers between men and women. A recognition, by men, that women are competent, intelligent, dedicated and should be treated as equals and being encouraged to go after positions within the leadership. Understand this, without egalitarian men, women would not now have the freedom to work, become educated and evolve into free thinking individuals and for that we are grateful. It took men to put behind them the ideals of a system that said, women are less than equal, women should be seen but not heard, women should be barefoot and pregnant.

Knowledge is power and the ability to make the right choices concerning women using power is part of what equality means to us. We defined power as being a positive force, informative politically, as having control, energy, all being derived from collective strength. Equity meant balanced level, fair, just, sane, respect, dignity and integration.

I often come away from this conference energized but confused. What sort of equality do we mean? Is it proportionate, 60/40? How much power are we looking for? Enough to say that issues such as child care, violence against women, parental leave, pay equality, employment equality, one-parent families, better laws to protect the rights to have families, the right to be hired in predominantly male jobs, element of violence towards children, pornography, peace, sexism. When these cease to become just female issues and become issues for all, then it becomes equality.

When I enrolled this year, I chose a class which I believed would deal with problems that minority women faced and as Affirmative Action Representative, I felt justified to do so. I was asked to leave. Let me tell you brothers and sisters that I was hurt and angry to think that all my life I had seen people as human beings not as black or white. The next thing that had to be done was to put myself in their position. Would I as a black woman be able to talk about the discrimination white women exhibit towards their black sisters with a white woman sitting there, or would any visible minority sister be comfortable? My answer was no. If I concede that it was their right to have a class for just visible minorities, for that reason then what choice needed to be extended to white women? I have never been shy or intimidated by a mixed or segregated group of people when it came to speaking my mind, but some women are.

The only thing to do was to rise above my indignation and say I understand but hope that in the near future our visible minority sisters develop the trust and confidence to join us and not be afraid to express their views.

There are a few things that I have always demanded or come to believe. The labour movement should have honesty, integrity, openness, and equality of opportunity for all. These are things I expect from my brothers and also from my sisters.

They are gender-neutral values and apply to either sex. Do we have hidden agendas, or are we truly for equality? It is not enough to be a feminist, but you have to be a humanist as well. That's what makes it nice to be a human: our ability to be reasonable and sensitive and not play the games that so many of us do. This was definitely a learning experience for the whole committee and we thank the Executive and the membership for allowing us to attend.

Retirees Dance - November 16, 1990

Attendance draw winners:

1. Ron Evans
2. Alex Burosky
3. Doris Merringer

On the counter: Thank you Brother Tom Hoar, G.M. Plant Chairperson, Brother Gene bergeron, Local 222 Service Representative.

Prize donors: Thank you.

1. Caseys Restaurant, Oshawa Shopping Centre
2. Copperfields Restaurant, King St. W.
3. Holiday Inn, Bloor St., Oshawa

Watch for Christmas Ticket Sales.

New Quarters, New Refrigerator

On May 2, 1990, through the kind generosity of the Royal Canadian Legion, the Retired Workers Chapter were in receipt of a refrigerator for their New Quarters on Phillip Murray Ave. Dating back to September 26, 1975, we were in receipt of our first one which sadly was showing signs of wear. New Quarters, New Refrigerator. Many thanks comrades. (Pictured above is the presentation. Left, Chairman John Redko, Local 222 Retirees; right, President Joe Hart, Royal Canadian Legion Branch #43.)

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Come join in the fun and be merry!

by Viola Pilkey
Publicity

Come join in the fun and be merry! On Friday, December 14th, 1990, we will be hosting our Annual Christmas Dance, commencing at 8:00 p.m. Our disc jockey will be Harry Dewitt. There will be door prizes and lunch served. Only 300 tickets will be sold with a limit of two tickets per person. Tickets will go on sale commencing Wednesday, December 5th through the 6th and 7th, between the hours of 10:00 a.m. to 12:00 p.m. Price of tickets $5.00 per person available at the Retirees Club Rooms.

A very enjoyable time was had by all at our recent Halloween Dance, held on Friday, October 19th.

Costume winners were Frank Locke, Doris Jeffries, Helen and Barton McNeil, Stan and Julie Krupp.

Bartenders were brother Eugene Bergeron and Connie Lockhart (Service Representative), Tom Hoar (G.M. Plant Chairperson) and Sister Donna Burke (Duplate) Human Rights Council.

Attendance draw prizes donated by Brothers John Sinclair and Eugene Bergeron were won by Brothers Ed Barilko, Mike Tureski, George Fairhart and Sister Manelli Mohun.

Other prizes were donated by South China Restaurant, King Street East, Oshawa, Canaan Chinese Restaurant, Whitby, and Kelsey's Restaurant, Whitby. Thank you.

Thanks for the lovely evening goes to Acting Chairperson, Brother Moe Wood and his committee consisting of Anne Pope, Josephine Bogaard, George Bogaard, Bill Anderson, M. Yourkevich and Gordon Pilkey.

By the time you receive this issue, another fun night and dance will have taken place on Friday, November 16th. All retirees and spouses are invited to join on these fun nights for a nominal price. Please make note of the Christmas dance.

Now to more serious matters. A letter opposing the hiring of a Chief Executive Officer will be forwarded to the members of the Oshawa City Council.

At an earlier meeting, brother John Greenwood reported that there are now 1400 clubs in Ontario affiliated to the United Senior Citizens Organization speaking out on our behalf.

Brother John Redko, President of our chapter, reported on the Port Elgin Education Seminar. Nineteen resolutions were discussed by 155 attending delegates.

Brothers Wm. Rutherford and Irvine Estabrooks reported on the National Pensioners Convention held at Moncton, New Brunswick. Brother Wilf Duffield is our newly elected delegate to the C.A.W. Area Retirees Council. I am sure Brother Wilf will make our thoughts and concerns known there.

A donation of two hundred dollars ($200.00) was made to Community Care. Just a reminder of the need for clothing, food, etc. for the needy families this Christmas. Articles may be dropped off at Simcoe Hall, Simcoe St. South, Oshawa.

Writing about Christmas, brings to mind, Brothers Ray Fleming's report, "Think Green". We must all play our part in preserving this world of ours. As a child, I grew up in the thirties, need I say more, we had to recycle a lot of things so for some of us old timers many of to-day's requirements should come easy.

Our clubrooms are open during the week for your enjoyment. Come down and enjoy a game of snooker, euchre, watching T.V. on the large screen or just chatting over a cup of coffee with your buddies.

Our regular meetings are held the second Monday of each month at 1:00 p.m. Plan to attend. Weekly euchres are run every Tuesday at 1:00 p.m.

The Recreation Committee wish to inform the members that there will be a Euchre Tournament on Wednesday, January 23rd, 1991 at 1:00 p.m., also a Cribbage Tournament will be held on Wednesday, February 27th, 1991 at 1:00 p.m.

A planned Snooker Tournament will take place in April, 1991. You are requested to submit your name and telephone number to the Retirees Centre by Thursday, March 28th, 1991.

Now on to our November meeting. We were privileged to hear speakers from the Distress Centre, Ms. Nancy March and Mr. Casey Piekar from the Hearth and Stroke Foundation. A donation of $100.00 will be forwarded to each of these worthy causes. Any member wishing to volunteer time to these groups would be greatly appreciated. Heart and Stroke Foundation telephone no. 571-1582.

In addition to my earlier request for goods to the Simcoe hall Settlement we agreed to donate $200.00 to their Christmas Hamper Fund.

We sincerely wish our sick members well and our deepest sympathy goes out to the families of our deceased members.

As this could be the last issue of our paper before the holiday season, may I take this opportunity on behalf of the Officers and Executive of your Chapter to wish one and all-

A Very Merry Christmas and

A Very Happy New Year

And to our members who are fortunate enough to be down south, keep the sun shining.

Until next time keep active and well.

When you're shopping look for the union label.

Speaking out for union members

The Oshawa & District Labour Council currently represents 30,000 women and men working in plants and offices in the Regional Municipality of Durham. Our members are from public and private sector unions that are affiliated with the Canadian Labour Council.

The Oshawa & District Labour Council is more than the name implies. We are, in short, working people from all walks of working life who have joined together to seek fairness and justice, in the workplace and society.

Our lives obviously extend beyond the workplace. History has taught us to guard against the powerful interests that work against us. Therefore, the Oshawa & District Labour Council is actively involved and affiliated with the Ontario Federation of Labour, the Canadian Labour Congress and the New Democratic Party, who speak up with a clear voice for Labour's needs and interest.

For over 35 years the Oshawa & District Labour council has been speaking out on behalf of the trade union movement.

Our responsibility is to bring together Local Unions from all over Durham Region to enable them to debate the alternatives and to play a major role in finding the solutions to problems that effect Labour's position or agenda.

The Oshawa & District Labour Councils meetings are held on the second Tuesday of each month. The affiliation fees are 10 cents per member, per month. A portion of which is used for Political Action. The Delegates to Labour Council are elected from their Local Unions, Branches or Lodges, on the basis of 2 Delegates for 100 or less members and one additional Delegate for each additional 100 members or major fraction thereof, but no more than 18 Delegates.

The Oshawa & District Labour Council has limited funds and no full time staff. Our work is carried out by many unpaid elected Officers, Committee Members and Delegates. As the voice for working women and men, the Oshawa & District Labour Council has the right to expect it's views to be taken seriously, and the right to involve all of us in the debate, before it's too late.

In this regard the Oshawa & District Labour Council will put forth a strong and united voice on the issues affecting all workers and their families from within Durham Region.

Together we can find the solutions, call today (416) 579-5188.

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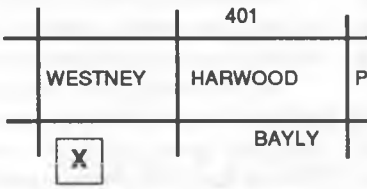
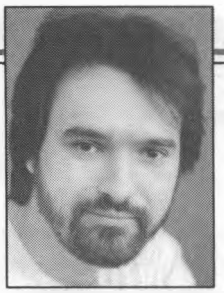


Local 222 takes environmental action



by Jeff Brackett
C.A.W. Health & Safety Rep.
(Lear Seating Canada)

Radioactive waste, cost overruns, the potential for serious accidents, increased occupational and public health risks, the availability of lower cost environmentally safe alternatives, these are just a few of the problems facing the nuclear industry. Gallop polls have found that across Canada public support for nuclear power has withered from 46% in 1978 to only 16% ten years later. Coincidentally, the pro-nuclear Mulroney Government is experiencing similar popularity problems.

By comparison, the New Democratic Party who recently swept to power in Ontario, opposes further nuclear energy projects pending the resolution of outstanding safety and waste issues. Even then, according to NDP policy, new nuclear facilities would only be given the go ahead where energy needs could not be met by non-fossil alternative sources.

Recently public interest groups across Canada have organized the Campaign for Nuclear Phaseout. This campaign promotes a national energy policy that favours the use of safe, renewable forms of energy and stresses energy efficiency and conservation while reducing reliance on nuclear and fossil fuels. The goal of the campaign is to have federal legislation passed which would prohibit the licensing of new nuclear reactors and uranium mines. This legislation would not affect existing nuclear facilities which would continue in operation until the end of their useful service. This approach demonstrates the campaigns commitment to workers by protecting existing jobs at nuclear facilities.

Already endorsed by over 130 organizations, the Campaign for Nuclear Phaseout has now been endorsed in "principle" by the Executive Board and the Environment Committee of Local 222. Other labour endorsements have come from C.A.W. Environment Committees at Locals 89, 195 and 444, as well as the Windsor and District Labour Council.

Former Member of Parliament and NDP environment critic Lynn McDonald is the Government Liaison for the Campaign. Several fact sheets produced by the Campaign for Nuclear Phaseout on energy issues are available on request.

PLANNING FOR RETIREMENT

C.A.W. - G.M. course helps you plan

by Gord "Chief" Lindsay
Co-ordinator

There are many decisions a person must make. Small decisions one makes throughout childhood and the teenage years, the decision to marry and raise a family, the choice of a career, are all decisions a person must make in their lifetime. A person can spend 2/3 of their life in their chosen career and eventually will have to make a commitment to retire.

The thought of leaving the workforce can be a frightening and uncertain decision. The C.A.W. has recognized this and in the spirit of the Union movement, people working together is now offering a course to provide thorough education information on starting your retirement. Some of the topics discussed are pensions, benefit coverages, financial matters and planning your time. These courses are conducted in the evening and each C.A.W. member is encouraged to bring their spouse.

For more information there are applications available at the Union Hall and if you would like to speak to me personally, you can reach me at 644-1323.

As your instructor, I am looking forward to hearing from you.

Thinking of the less fortunate

by Betty Clark
President

The Christmas Season is almost upon us and this is the time of year we think of those who are less fortunate than ourselves.

Recent Donations

Hostel Services Dinner $50.00, Seniors Giant Christmas Party $100.00, United Way $100.00, Our Annual Christmas Donations to Destiny Manor, Mens Hostel, Simcoe Hall, Mental Health, Durham, $200 each and we are currently purchasing Christmas gifts for residents of Fairview Lodge and Hillsdale Manor for approximately $300.00 each.

The Childrens Christmas Party (for the children of Auxiliary members) will take place on December 8 at 11:00 a.m., and a Christmas Party in the form of a Pot Luck Supper for Auxiliary Members on December 18 at 6:30 p.m.

Our Christmas Box for Simcoe Hall will be in the hall at every meeting until Christmas. We are collecting non-perishable items which will be presented to Simcoe Hall, along with food vouchers for distribution to needy families.

C.A.W. Auxiliary #27 Bowling Scores

By Betty Rutherford
Reporter

October 2, 1990

High Triples

Kathleen Melnichuk 733 (234, 271, 228). Phyllis Munroe 668 (281, 203), Patti Melnychuk 629 (227, 212).

High Singles

Joan Taylor 254, Verna Parker 236, 200, Betty Rutherford 223, Marj Leddy 222, Helen Rotterman 206.

October 9, 1990

High Triples

Kathleen Melnichuk 656 (234, 234), Phyllis Munroe 642 (232, 219).

High Singles

Andrea Gray 215, 209, Joan Taylor 213, 204, Irene Cotton 239, Annabelle Cobb, Betty Rutherford 206, Betty Clark 200.

October 16, 1990

High Triples

Phyllis Munroe 622 (233, 211)

High Singles

Andrea Gray 201, 100, Betty Clarke 235, Marj Leddy 221, Patti Melnychuk 207, Loretta Gourley 205, Vic Coolidge 200.

October 23, 1990

High Triples

Verna Parker638 (226, 263), Phyllis Munroe 628 (266).

High Singles

Andrea Gray 226, Irene Cotton 223, Loretta Gourley 214, Annabelle Cobb 204.

October 30, 1990

High Triples

Annabelle Cobb 609 (202, 224), Kathleen Melnichuk 605 (250).

High Singles

Irene Cotton 256, Loretta Gourley 219, Vi Coolidge 212, Joan Taylor 210, Andrea Gray 109, Verna Parker 202.

November 6, 1990

High Triples

Loretta Gourley 629 (225, 235).

High Singles

Kathleen Melnichuk 236, 203, Marj Leddy 234, Patti Melnychuk 226.

"I trust you'll find all my loopholes in order."

League has successful draft

by Moe Bryan
President of Hockey League

We had a successful draft for each team, about 27 players each. Out of the draft each team can only carry a maximum of 20 players with no players being protected. The final players list from each team must be in by December 2nd, 1990. As of December 2nd, 1990 there will be no more substitutions for any team.

This year we have 3 new sponsors - being: All Canadian Awards being coached by Gary Munroe, Consortium Group being coached by Ken Shobbrook, Village Pump being coached by Dan Tureski and Starr Furniture who has sponsored for over 20 years in our league being coached by Brian Perry. I would like to thank the past sponsor: Bob Phillips, Versa Foods & Chase Sports for their support in the past years.

As of the time of writing this article the league has only played 5 games, the standing are as follows:

League Standing

Teams	G	W	L	T	PTS
Village Pump	5	3	2	0	6
Consortium Group	5	3	2	0	6
All Canadian Awards	5	2	3	0	4
Starr Furniture	5	2	3	0	4

Top Scorers

	G	A	PTS
Con. Group - Jamie Bird	7	4	11
A.C. Award's - James Simpson	4	5	9
Village Pump - Jerry Leddy	4	5	9
Starr Furniture - Phil Cochrane	5	4	9
Con Group - Dan Spratt	4	3	7

1990 - 1991 Local 222 Hockey League Schedule

Dec. 2, 1990
Starr vs Village Pump 10:00 - 11:25 a.m.
All Canadian Awards vs Bob Phillips 11:35 - 12:50 p.m.
Dec. 9, 1990
Village Pump vs All Can Awards 10:00 - 11:25 a.m.
Bob Phillips vs Starr 11:35 - 12:50 p.m.
Dec. 16,1990
Village Pump vs Bob Phillips 10:00 - 11:25 a.m.
All Can Awards vs Starr 11:35 - 12:50 p.m.
Dec. 23, 1990
Bob Phillips vs All Can Awards 10:00 - 11:25 a.m.
Starr vs Village Pump 11:35 -12:50 p.m.
Jan. 6, 1991
Bob Phillips vs Starr 10:00 - 11:25 a.m.
All Can Awards vs Village Pump 11:35 - 12:50 p.m.
Jan. 13, 1991
Starr vs All Can Awards 10:00 - 11:25 a.m.
Village Pump vs Bob Phillips 11:25 - 12:50 p.m.
Jan. 20, 1991
Village Pump vs Starr 10:00 - 11:25 a.m.
All Can Awards vs Bob Phillips 11:35 - 12:50 p.m. (North Oshawa)

C.A.W. BOWLING LEAGUE

by Les Macdonald
Reporter

I would like to welcome everyone back for another fun year of bowling. We still have openings left and need about 6 bowlers as of this report. This league is open to all C.A.W. members and spouses. If interested, please contact Les MacDonald at 728-9766. We bowl on Friday nights at 6:30 p.m. for day shift, Friday mornings from 10:00 a.m. for night shift.

Here are the high scores for November 2nd and November 9th.

November 2nd

Jim Meikle 697, Bill Spicer 710, Doug Brown 770, Moe Bryan 688, Mike Kimball 665, Bud Kemp 676, Barry Livingstone 695, Gary Davies 754, Pete Stirpe 663, Noel Ricketts 684, Norma Harrison 664, Ron Murray 772, Dave Murray 704, Ron Jones 764, Phil Cormier 780, Rick Marshall 723, Maxine Brown 762, Val Henderson 676, Harold Rivers 756, Wayne Czarkowski 697, Dean Grant 766, Gene Dziama 732, Connie Lockhart 678.

November 9th

Paul Derry 675, Wayne Czarkowski 733, Steve Pollock 744, Peter Stirpe 749, Keith Hughes 720, Harry Langkrear 677, Ron Murray 735, Ron Jones 767, Gene Supryka 659, Bill Spicer 675, Doug Brown 693, Connie Lockhart 778, Les MacDonald 701, Gary Henderson 765, Sherry Rodgers 685, Noel Ricketts 703, Darcy Chapman 715, Tim Walton 680, Brian Davies 665, Mike Emon 667, Moe Bryan 726, Bud Kemp 722, Marilyn Blodgett 695, George Cartland 670.

Ed Shrigley, an untiring worker for conservation

by Roy Fleming

The President is dead, long live the President. Ed Shrigley the President of the Union Rod and Gun Club for many, many years, passed away. Ed led the U.R.G.C. through good times and bad, and was an untiring worker for conservation. The club took on many projects and everything was finished under his leadership. We purchased the Newcastle property, had the indoor range built and finished and it is one of the finest facilities for indoor target shoot. The trap field has been brought up to a high standard. The parking lot is kept in fine shape. The target range was let go and not kept up and Ed was working on a plan to get this range back into shape. We as club members will miss Ed and his hard work as President of the U.R.G.C.

The election of a new executive every year is essential to any Conservation Club. We need new blood, who have energy and ambition to make things work and run smoothly, so step up and take a position. There is no pay for any position or lost time. U.R.G.C. has been on the go since 1938, and it has been the hard work of a few dedicated conservationists that made it go. Why don't you help?

The Oshawa Creek is considered as one of the best spawning creeks in southern Ontario. The rainbow trout start to migrate up stream to spawn early in the spring, as soon as the large ice burgs have passed. They spawn in the shallows of the creek and return to Lake Ontario to grow larger and are the best of fishing next summer. The white suckers start their migration up stream to spawn as the water warms. These suckers are very important food for the large trout and salmon in Lake Ontario. The mullets that are smaller than the white suckers have a lateral stripe along the side of the body. These mullets spawn in the same shallows of the creek and are also a very important food for the large trout and salmon that live in Lake Ontario.

Early fall around September 15, the salmon start their annual migration up stream to spawn and die. The salmon lay thousands of eggs, and few live to hatch, for many enemies like the rainbow trout, puddler ducks and some shore birds, like the long legged blue heron feed on the eggs and the small salmon. The dead salmon are not lost, as the young live on the decayed bodies and do very well. The young salmon will live in the creek for about a year, and return to the lake to spend the next five to seven years just eating and eating. These salmon grow big and fast and catches of thirty and forty pound salmon in the summertime is common.

The brown trout this year seem to be more plentiful than in previous years and I do not understand the brown trout spawning in such great numbers in the Oshawa Creek, as this year. The male brown trout migrate up stream first and the male cleans a nest site, waits for the arrival of the bigger female brown trout, there are generally two male brown trout and one female in every nest site. If my memory is right, brown trout were introduced to the upper part of the Bowmanville Creek and Wilmot Creek in 1936.

Late fall and winter the mink and muskrat use the Oshawa Creek as a highway to travel and live on as food is plentiful. Every year a family of beavers will choose a spot along the Oshawa Creek to build a dam and a loghouse to live in.

There are many reasons we should daily protect the Oshawa Creek, and its many tributaries from pollution and run off, for it is one of the few remaining streams, that flows through a city and is used by so many different spawning fish. The creek is your watershed, help to keep it clean forever. Your grandchildren will enjoy this creek.

Garbage, that terrible subject that we must all face sometime. I thought if you do not agree to my thinking, of what we should do with the garbage, don't read it. When some person or persons offer a big price for a piece of poor quality farm land, there is a catch. Those poor farm lands (generally clay) that are over-priced makes the rest of the local farms go up in price. When the garbage arrives then the stink starts. I pass the dump site at the local Long Sault land fill, the dump has been closed for a few years. It looks wonderful and now a large building has been built on the garbage site. The wild life found at a dump site varies and we do not have the rats that were prevalent at the old dump site. Birds like the gulls find food and at night the coyotes visit the dump. I know I would not want a garbage dump next to me but the price paid for that poor farm would look very nice in the bank.

I took in the Wood Carvers Show at Blackstock and was amazed at the craftsmanship of some local carvers. Ducks Unlimited had a display showing their work in conservation.

Our Conservation Show and presentation of trophy winners is Tuesday, February 12th, 1991, at the New Union Hall. Plan to attend, bring mother and the kids, free admission, some door prizes.

Fish entries - Target indoors, Thursday evenings and Sunday mornings, weather permissible.

1991 Union Rod and Gun Club memberships are on sale now for $2.00

Reflections

by Chris White
Skilled Trades Council Delegate

Now that the Big Three contracts have been concluded, let's reflect on what has transpired over the past two and one half years. In March of '88, hundreds of tradesmen lined up on a Sunday night outside the old Union Hall on Bond St., many with money in their hands for the right to vote in a new executive of the Skilled Trades Council. It was obvious there was much discontent with the past executives. Having watched the Skilled Trades wages erode over the past twenty years, the tradesmen came out in force to elect a yet unproven group of people to head up the Skilled Trades Council in Oshawa. This group promised to build the Oshawa Council and carry the message that Skilled Trades in the Oshawa area had had enough.

The first thing on the agenda was to unite the trades and hold regular meetings so that we could discuss and formulate ideas that were near and dear to the hearts of the tradesmen. After the first few meetings, it was obvious there were several main issues that had to be changed within our Union.

- First and foremost, wages were of the utmost importance. We could no longer sit back and watch the unskilled members of our union continue to receive a larger percentage wage increase than the trades.

- Autonomy was also a major concern. We had to strive to have more say and control over our own destiny.

- Inequity: It is certainly unjust of the corporations to pay tradesmen with similar education and equal apprenticeship training, the unequal wage rate.

The new executive carried these messages to the quarterly meetings of the Canadian Skilled Trades Council. They did not necessarily meet with agreement from delegates of other area councils. They had concerns of their own, such as plant closures, apprenticeship programs, job security, etc. However, the Oshawa Area Skilled Trades Council continued to push for the issues that were important to the trades in the Oshawa area.

At the same time, the new Oshawa Council Executive started out representing about 40% of the trades in G.M. With these kind of numbers, the Council did not carry much weight and although the executive had tried to enlist newer members on a part-time basis, it became abundantly clear that a full scale recruiting campaign had to be conduced.

This campaign was very thorough in its approach. Although the politicians in the plant complained about the expense to the campaign, it was very successful. At the end of the campaign, 94% of the tradesmen had agreed to join and take part in the Council. At the same time, the executive were contacting members in the smaller C.A.W. units within the Oshawa Area. They managed to convince many new units to join with G.M. in the fight for Skilled Trades and also encourage units that had dropped out years before, to rejoin.

Another thing that was abundantly clear back in '88, was the need to keep the many new members in the council informed. Therefore, the Oshawa Skilled Trades News was born, with a monthly report from the President and new articles of interest to the tradesmen in the area. To this present day, the Oshawa Skilled Trades News, is the only monthly newsletter put out by any area council, independently. It has also won a few awards, which is a credit to the editor.

The result of this rejuvenated interest and hard work has been that for the first time in twenty years, the C.A.W. has negotiated a larger percentage increase for the Skilled Trades than the unskilled members of our union. This is a major achievement for skilled workers and sets the stage for future contracts.

I also see another major achievement, in the fact that our National President Brother Bob White assured us this is an ongoing commitment of Skilled Trades, which he addressed both at the ratification meeting and also in the G.M. highlights brochure.

Of course there was disappointment in the amount of money over and above for skilled trades and a major disappointment in no inequity for the lower paid tradesmen. I have never known a contract with everything that we wanted in it, nor will there ever be one.

I take exception to reading that certain individuals believe the Skilled Trades Council built the expectations of the tradesmen too high; perhaps they did not build the expectations high enough. We must keep our expectations high and also let our requirements be known, both to the corporation and to the national executive offices in order to correct the injustices that have occurred in the past 20 years.

We must continue to attend Council meetings and build the Council as strong as possible, as this is the only voice of skilled trades.

Thank you for your support in the past, let's get on with the hard work and effort needed for 1993.

Brother White Says Thanks!

(Chris, not Bob)

First and foremost, I would like to thank all the members of Zone 50 who voted for me in the elections and a special thanks to the people who encouraged and supported me throughout my campaign. The results are as follows:

Bill Doherty 121, Chris White 95

I would like to offer my congratulations to Bill and also compliment him on the exemplary manner in which he conducted his campaign. I wish you well, Bill, in the difficult job representing the Zone.

I would also like to thank "Whip" Neill and the entire election committee on the very professional and courteous manner in which myself and my scrutineers were treated in both the original and run-off elections. "Thanks, guys."

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THE SWAP COLUMN

NEXT ISSUE: JANUARY 3, 1991

DEADLINE FOR NEWS AND ADS: FRIDAY, DECEMBER 7, 1990

FOR SALE

Electric forced air furnace, used 2 winters will heat 2000 sq.ft. house $300. Call: 434-1676

1971 Cadillac ELD, 501, 8 cylinder, 2-door, fully-loaded, running condition, front wheel drive, $500 or b.o. will sell for parts. Call: 723-1098 ask for Lee.

Oil paintings with frames (4) autumn scenery $175, upright VCR cabinet $95, TV stand $50, girl's skates size 11. Call: 728-6773

Double stainless steel sink with swing faucet, like new, $40. Call: 723-9460.

1978 Nova 305 V8, 4-door, low mileage, spare snows, radio, tape, as is $500 or b.o. Call: 723-3916

Great shape, 14 horsepower John Deere tractor, one Michelin tire 600 miles only, a good price P215/70 R14XA4. Call: 725-8949

Whitby 3+1 bedroom detached, all finished, well-maintained, many improvements, quiet area, super 75'x200' lot. Call:416-668-8800.

Stove oil furnace with 200 gallong tank, good condition, good for workshop or garage, asking $125. Call: 725-3348.

Moffat 24" electric strove, under warranty and 30" range, Anyo answering machine and huge fridge. Call: 434-3741.

1979 Ski-Doo Citation 300 twin, speedometer, new slides, skis, cover, asking $1,000. Call: 416-983-9204.

Ladies blue Fox, size 7 (small) 3/4 length asking $400. Call: 723-2703

Bed chesterfield & chair, excellent condition. Upholstery machine heavy duty walking foot. Call: 725-8764.

Pair ladies skates, just like new, size 6, $15; pair of downhill ski-boots, size 7, $30. Call: 723-4420.

1980 Monza Spyder, best offer, Sklar chesterfield suite (like new) and maple kitchen table and chairs. Call: 576-5186.

2-Hockey nets $12, desk with 3-drawer $85, like new, press bench with some weights $30. Call: 576-9525.

25 Acres east of Apsley, off Rose Island Road, take back 1st mortgage at 10%. Call: 1-705-324-2495.

1979 Caprice Classic, as is $600. Call: 728-9296.

Beautiful gold colour chesterfield, chair, ottoman and coffee-table, $300. Call: 683-6828.

Wheatherby 243 cal. rifle with scope $650, win. saddle gun $450, crossbow $225. Call: 576-8076.

Red oak lumber, 1x6 rough cut 600 bd. ft. dried, best offer for pile. Call: 986-0876.

Peach couch, love seat & chair, beige couch and chair, both good condition. Call: 432-1010.

63 Acre farm, 4-bedroom house, garage, barn, 5 miles east of Minden, 15 acres 3-bedroom house, building lot 1 1/2 acres. Call: 1-705-286-4388

1980 Ford half/ton truck short box black custom. Alfalfa hay second cut, no rain. Call: 623-2646.

Refridgerator, 10 c.ft., white, Admiral $250., stove 22" wide, white, Admiral $200, Broan, harvest gold range hood $20. Call: 725-1904.

10 Sheets of panelling, 4x8x1/4", electric stove harvest gold. Call: 655-3780.

1981 Olds Omega, excellent condition, new tires, rad, heater core, certified $2,500 or best offer. Call: 1-705-786-3329.

Washer and dryer white, ladies 5-speed Raleigh bicycle, all in excellent condition. Call: 725-3152.

1987 Oldsmobile full-size station wagon, air, automatic, am/fm stereo, tilt-steering, p/w, p/d, maroon with woodgrain $12,900. Call: 416-987-4932 after 4:00 p.m.

Arcla family gym $125. Rowing machine with bench press $75. Call: 1-705-799-5164 Roy at D28 Shift 2.

1979 Chev.Malibu, 4 dr, V8 auto, air, $1,700 cert., 1978 Chev. Imp. wagon 350 $1,400 cert., truck bumper fits 1973/79 GM. Call: 985-0335.

Nice Christmas gifts, afghans, wall hangings, all hand-made, reasonable. Call: 725-7710 anytime.

3-Ton H.D. engine hoist. Call: 579-8813 8:00 a.m. to 6:00 p.m.

Lawn tractor MTD, 12 hp. 38" cut, 1-year old $1,400. Aluminum cap S10 $50. Double Skidoo trailer frame $100. Call: 985-7614.

1988 Optima 3-door, 5-speed, 43,000 km., 42 mile/gal average, $6,900 firm. Call: 728-8111 or 432-9036.

1990 Caprice Classic 12,000 km, power seats, windows, door locks, etc., $19,900. Call: 436-2687.

Continued page 43

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I've purchased two vehicles from Boyer Pontiac and I'm very satisfied with their sales staff.

Neil Clark
GM Truck Plant, Scarborough

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Automotive Columnist Robert Sikorsky

3. SATISFACTION
If I ever have a problem with my van, I know I'll never have a problem with Boyers.

Gary Gerguson
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THE SWAP COLUMN

Continued

Dining room set $250, 4 chairs, re-upholstered, 2 leafs, excellent condition. Call: 571-4231.

Round kitchen table & 4 chairs $60, 2 dressers $45 & $25, assorted toys. Call: 576-7043 after 5:00 p.m.

15" Sunbeam electric snow blower with light $75. Call: 623-3750.

Antique 9 piece dining room, good condition, buffet, table, 6 chairs, china cabinet, must sell. Call: 433-5584.

Blackcherry lumber $2.57 a board foot, rough cut, three outdoor light fixtures, like new $10 each, children's bike 20" wheels $20. Call: 723-1708.

Fireplace screen, glass doors, antique brass trim, spark arrest screen size 31\2" wide x 27" high, price $100. Call: 723-2666.

1987 Monte Carlo SS, 37,000 km, never winter driven, loaded $14,000. Call: 579-1853.

Jacuzzi pool/spa pump, 3/4 hp, rebuilt $250. Call: 728-4733.

1989 Sunbird GT Turbo (red), fully loaded and includes air, tinted windows, bra, $9,500 or best offer. Call: 579-9447.

Finder Deluxe Reverb 1982, mint condition, $500, custom squier strat with case $500, or $900 for both. Call: 728-5770 Ed.

1972 Monte Carlo 402 4-barrel, p/s, p/b, 50,000 original mile, original paint $2,500 or b.o. Call: 723-9855.

Waterbed, king-size, honey pine headboard, complete mattress, heater motionless. Call: 728-5877.

1977 Olds Delta 88, 350 auto, rebuilt trans, new U joints, 4-door, $800, or best offer. Call: 576-3489.

3 Bedroom townhouse, partial finished rec.room, newly-painted, close to GM, asking $104,900. Call: 434-9748 or 644-7126.

Queen size air mattress and platform. Unsip covering to reveal air bladder, $300 pair or best offer. Call: 416-436-9935 leave message.

Metal framed bed $35, 1978 Camaro Z28 rims $125, Kero sun heater $50, sit-up chair $10, stereo stand $75. Call: 433-7825.

Franklin wood stove in excellent condition asking $75. Call: 579-9199.

1988 Yamaha Exciter, 570 cc, electric, H.B. warmers, all updates, $4,800, goaltenders equipment, complete, fits man 6'/180 lb., $1,000. Call: 434-6686.

Tri-Star vacuum, 2 years, power head, excellent condition, $600, dehumidifier Mastercraft D8, 1 year, $180 or best offer. Call: 987-1408 after 4:00 p.m.

Sklar chesterfield and chair (like new) $300, maple kitchen table and chairs $400. Call: 576-5186.

Fender guitar AMP with reverb and overdrive, excellent condition asking $340. Call: 416-423-4209.

1990 Pontiac Tempes Le, 4-door sedan, fully loaded, 3.1 VG automatic, for more information. Call: 728-7680.

Goal pads (Cooper) GP95XL 34" durasoft cooper, used condition, $500. Call: 668-6905.

4 Good used tires, 8.75/165 LT $60. Call: 728-7155 after 4:30 p.m.

Pool table, regulation size $350, singer upholstery machine $250, both excellent condition. Call: 723-7849 or 579-7334.

Ladies natural dark mink jacket, size 16, like new, also cowachin sweater, size medium. Call: 985-8146.

Pontiac 301 motor good running condition $200 or b.o., 35 gallong aquarium with stand, complete $75 or b.o. Call: 433-1973.

Air-tight wood stove Lakewood Cottager with blower $275. Call: 1-705-357-3447.

Aluminum truck cap (black) like new, list price $535 + tax or best offer, fits S10-S15 or Ford Short box. Call: 987-1939.

Raincoat (Nicollini) new, colour steel blue, new $160, sale price $50, beautiful chiffon dress, shoes/purse to match $50. Call: 725-0803.

Antique furniture, china cabinet $325 and many more items, good condition, plus sofa and chair $300 or best offer. Call: 728-4415.

2 Cemetary plots together, Mount Lawn, Apostles Garden $500 each. Call: 725-9947.

Ladies full-length rabbit fur coat, excellent condition, size 12 $200 or b.o., wedding photo album, like new $20 or b.o. Call: 623-9210.

Leather jacket, Suzuki blue & white, men's size 42, like new $250, or b.o. Call: 983-5516 after 5:00 p.m.

Ski suit, pink/white/grey, girl's 14, worn one season, two self-storing storm doors, living room drapes 8'x12' semi-sheer, all good condition. Call: 683-4759.

Two Gretzky's rookie cards, one Mesier, many more rookie cards, best offer, will also buy hockey and baseball cards. Call: 579-3131.

Playpen $35, car seat $25, 12 indisposable diapers $30, weights best offer, pine louvers 6 pairs $35, ultasonic humidifier $40. Call: 668-0732.

1975 13' Boler trailer, sleeps four, sink, ice box, propane stove and heater, hydro and water hook-up, awning, excellent condition, $2,650. Call: 576-3079.

Colonial dining room set, 6 chairs, table with leaf, in very good condition, asking $475. Call: 987-4461.

1988 Suzuki Katana, 600 cc, excellent condition, blue/white, new brakes, rear tire & chain, has cover $5,000 or b.o. Call: 1-705-374-4879.

Furnace humidifier, used only 2 months $40. Call 576-4638.

Size 12 girl's Lange moulded skates, excellent condition $22. Call: 434-7196.

Continued page 45

The rich get richer

It's true. The rich get richer and the poor just keep going on.

Data in a recent study commissioned by the Canadian Labour Congress shows that the income tax system does little to correct the unequal distribution of wealth in Canada.

In 1988, the richest 10 per cent of Canadian families received 23.6 per cent of all income before tax They received only a slightly smaller share -21.8 per cent- after income tax.

As well the richest 10 per cent of families received more income than the poorest 40 per cent of families before tax.

After federal and provincial income taxes were paid the richest families were still, by far, doing the best.

Before paying taxes the richest had almost 10 times as much income as the poorest 10 per cent of people. After tax the wealthiest still had more than seven times as much income as the poorest.

This recent information on the distrbution of wealth in Canada adds fuel to the argument that it is the poor and working people who will be hurt the most by the GST.

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The Swap Column

Continued

Sklar sofa & mathcing chair, green with gold & black, also gold swival rocker. Call: 571-1588.

5 Piece dinette $85 as new, small fridge, 2 c.f. $50. Call: 723-4491.

Lot in Enfield, 100'x519' $125,000, 4' cement step $10, 5' cement step $20. Call: 728-9871.

Holley Carb, 650 double pumper for small block Chev. nearly new $250 or b.o., crane lifters (new) for small block Chev. $125 or b.o. Call: 576-4516.

Stereo system, 100 watts, am/fm receiver, cassette deck, speakers, A-1 condition, $275, Canon Sure shot supreme, fully auto 35 mm. $125. Call: 723-6790.

1989 Astro CL Mini Van, loaded, lots of extras, best offer over $18,000. Call: 723-4165.

Christmas trees, cut your own, starting Dec. 1-23, Sat./Sun. only, 10 am - 5 pm, 54" 100% cotton fabric, good for home decorating. Call 1-705-2327.

1979 Chev. Van 305 motor, sleeps 4, 9 passenger, rear heater, am/fm cassette, new paint, 76,000 original miles, $4,500 or b.o. Call: 576-9525.

1986 Polaris, 250 snowmobile, lady driven, excellent condition, oil-injected, has to be seen to be appreciated, $1,650. Call: 623-5632.

Stanley Steel Garage Door size 8 by 7, complete with all hardware, asking $30. Call: 725-3271.

1990 Sprint, excellent condition, 14,000 km, asking $7,950. Call: 623-6464.

1981 Dodge Omni, runs real good, as is, $650. Call: 433-0959.

1965 Turismo, p/s, p/b, am/pm, 2.2 4 cyl, sunroof hatchback, certified or as is. General Electric clothes dryer. Call: 723-6841.

New Corkinole game board $21, all wood models $26 and up. Call: 728-7197.

Wedding dress never worn, size 11 very pretty, bridesmaid's dress royal blue, size 15, bathtub enclosure white. Call: 728-2601.

1987 Yamaha Exiter $4,300, 1986 Yamaha Bravo transporter $1,950. Call: 1-705-277-1045.

Ladies suede jacket, car coat length size (M), like new, worn twice, asking $100. Call: 433-4093.

24" or 30" Electric stove, excercise bike, wheelbarrow 14" wheel, all in A-1 condition. Call: 725-1937.

Christmas tree 6 1/2', "NOMA" scotch pine, mint condition, only $35. Call: 725-9370.

Firewood, mixed hardwood, dry $65, facecord. Call: 571-2003.

Queen size waterbed $100, little girl's bike for 6-year-old $25, 1 portable B.Q. with adapter, 2-burner coleman stove $35. Call: 723-6290.

1979 Olds 98, sell as is $500. Call: 623-1569.

Bedroom suite, includes king-size cannonball waterbed, triple dresser with mirror/hutch, 5-drawer man's dresser $650, for set or separate. Call: 434-1472.

1988 Arctic Cat Eltigre 4000, approx. 1,100 miles, canvas cover, in good condition, $4,500. Call: 1-416-986-0455 ask for Rosa.

Snowblower 7.21 hp, electric & pull start, excellent condition, hardly used, parts, manual included, $450. Call: 723-2189 evenings.

Double Bed snowmobile trailer, 90" wide $550. Call: 725-0095.

1974 G.M.C. half-ton, new exhaust, end-to-end, transmission lines, battery, body in good shape, $1,100 or b.o. Call: 723-1683.

Country lot 1.55 acres on Scugog Island, Con. 10 east, paved road, great place to raise children, more information. Call: 613-542-3536.

Double plot in Mount Lawn Cemetary, Trinity Garden, for information. Call: 519-537-8537.

IBM laptop computer, dual floppy, 768K rm, backlit supertwist display, diskcache, rechargeable, 2400 baud internal modem, case, software, $1,599. Call: 987-5647.

Parrots, hand-fed baby McCaw's, Cock-a-toos, African Greys, wing, nail & beak clipping. Call: 576-8045.

1984 Buick Park Ave, 4-door, grey, 109,000 km, loaded, excellent condition, will certify $5,900 or b.o. Call: 436-9533.

Wall Unit walnut, 2 piece, about 8' wide, 7' high, good condition, asking $125. Call: 435-0901.

Welder, 3 in 1 weight bench $50. Call: 623-7845.

Dollhouse with garage and patio 27x15 inches, completely furnished. Call: 576-6480.

1990 Bonneville SSE, black 11,000 km, P-roof, ext. warranty, loaded, must be seen, list price $32,500 sacrifice $24,400. Call: 416-655-4036.

1985 Jeep C37 Larado, fully loaded A-1 condition, new paint. Call: 579-0238 Marc after 6:00 p.m.

Chrome rear step bumper for late model full-size pick-up, good condition. Call: 420-5113 or 644-1419.

Sectional Bauhaus sofa set, beige $250 or b.o., large lighthouse oil painting 37" x 37" $50 or b.o. Call: 728-2475.

Apartment size Kenmore washer & dryer, two years old $500. Call: 436-7103 after 8:00 p.m.

1981 Subara GL, 2 door, 4 cyl., 5-speed, four-wheel drive, best offer. Call: 728-3925.

15' Foot Aluminum canoe $200, 1979 20 h.p. Mercury outboard, hardly used $850, GM car radiators, 8' aluminum cap $200. Call: 579-3633.

Continued page 46

THE SWAP COLUMN

Continued

1969 Olds Cutlass, 2-door hardtop, excellent condition, rocket 350. Call 623-2215.

Solid oak kitchen & dining table, antique sofa cameo back, 1978 Firebird. Call: 723-3063.

Cockapoo pups, vet checked & needled, non-shedding, excellent temperament, good with children. Call: 263-2967 Hampton.

1970 V.W. Bug, good running order $995 or trade for newer car. Call: 263-2616.

Remote controlled cars, Hornet $125, Blackfoot $175, Bullet $200, radios and accessories, all items $350, Volkswagen, Dune Buggy, $600. Call: 728-3150.

Harvest table 6' $150, also dropleaf table $95. Call: 983-5127.

Drums & combination Slingeland & Ludwig 12 pieces $1,150. Call: 725-1800.

Cross-country skiis, boots, poles, etc., ski exerciser, deep fryer, all like new, tricycle, toys (3 yrs.), end tables, garden tools. Call: 728-5410.

Boathouse on Lake Scugog, 8-22 feet $250. Call: 728-6165 or 986-0184.

Stove & clothes dryer, electric $100 each. Call: 725-0004.

Fur jacket spotted cat, size 10 good condition $75, nurse's naturalizer shoes 6 1/2 B/AA, worn once, cost $65 sell for $40. Call: 725-3102.

Chainsaw $75, humidifier $30, console sewing machine $25, luggage (3 pcs.) $25, sides rails for truck $25, other items. Call: 623-4436.

305 Motor rebuilt with 30,000 miles $450. Call: 728-8612.

1977 Impala 305, 2-door, body good, runs excellent, 2 new tires, dependable car, $1,100. Call: 728-9857.

Two 15" snowtires on rims $80, 24" showerdoor $75. Call: 579-1961.

Clairton solid cherrywood console stereo in good working condition, $50. Call: 668-6578.

Nearly new alternator, battery, tires on rims fit 1981 Horizon. Men's Bauer skates size 9 1/4. Call: 728-0656 after 4:00 p.m.

Battery delco Freedom 74-60 used two months, two pair snow shoes, men's 1-piece snowsuit (42) helmet and boots. Call: 728-2895.

1988 Skidoo 377 Safari, excellent condition, 2,400 miles. Call: 1-705-357-3071.

Sofa & chair, brown tweed, oak trim $150. Call: 728-4598.

Walk to south Plant, spotless emi, 2 full bathrooms, central air, finished basement $139,900, firm offers, considered 1224 Venus. Call: 723-0738.

Solid pine rocking horses just in time for christmas $90. Call: 725-2544.

Jerrold $4, TV changer $60, baby sets $15 each, lawn ornaments, blue jay, Sylvester, Tweedy, Roadrunner $13 each. Call: 725-9390.

Big Steelman topcoat, black, size 38 $50, Big Steelman Topcoat, gray, size 40 $50, both like new. Call: 728-9041.

1971 Monte Carlo, good condition, original driver, owner will take best offer. Call: 576-0695 after 5:30 p.m.

Exercise treadmill, almost ne used 6 weeks, must sell due to illness, electronic readout, variable speeds $500. Call: 986-4247.

Teak table size 32"x45" extends to 72", excellent condition $325. Call: 623-2639.

1988 Chev 2500 4x4 350, 5-speed tran., tinted glass, sliding rear window, am/fm cassette stereo, trailer-hitch 56,000 km, $12,000 or b.o. Call: 416-263-8305.

Horse trailer & saddle, 1979 Pontiac Firebird & 7' steel plumbing pipe. Call: 576-0751.

Florida 2-bedroom mobile home on 1/3 acre fenced lot in small town 1/2 hour to Gulf. Call: 416-728-3978.Admiral freezer, white, in good working order, outside measurements 51" long x 29" high $175. Call: 623-7569.

Continued page 47

PUT MAGAZINE IN BOOK DROP

THE SWAP COLUMN

1941 Buick, 4-door sedan, vey good condition, straight eight, grey standard $3,200. Call: 985-0715.

Cockatiels $30 each, Blue Mask Love birds $130 pair, hand-fed Indian Ringneck Parrot $100. Call: 985-3789.

Aluminum door, brown, like new, fits 36"x80" opening $100, brass fireplace doors 28'x24" opening $100. Call: 571-1209.

1990 Beretta GTZ loaded, excellent condition, low km, $15,700, 1976 Corvette, auto, rebuilt engine, needs some work $6,500. Call: 579-1891.

1977 Buick Century, 350, runs great, 1-year brakes, rad, gas tank, 2-yr old exhaust, tires, perfect winter car $500 or b.o. Call: 579-5125.

Datson 1/2 ton long box, rebuilt engine excellent for farm, bush work or parts, $300, 1977 Impala 4-door, needs some work, as is $1,500. Call: 725-8422.

Trunklid for Amero or trans/am, compete rear spoiler for trans/am, 4 trans/am alloy aluminum honeycomb rims. Call: 725-7249.

1977 Ford Granada, 60,000 miles, needs some work $500, or best offer. Call: 668-8353.

1990 Buick LaSabre, lady driven, 14,000 km, fully loaded. Call: 623-4782.

Rowing machine used 2 weeks, like new, $59. Call: 668-4658.

4-Tires, new Michelin, XA4, all seasons, P205-75R-15, will sell set for $390. Call: 1-705-742-1006 or Plant 2 Shift 1.

Corvette Aluminum intake, leaf springs, nova camero, a cell super coil, 350 transmission with B.M. shift it 2200 stall. Call: 725-7249.

Bonair tent trailer, sink, stove $975, new black leather motorcycle jacket $60, high speed professional floor buffer $575. Call: 728-4099.

Mastercraft snow blower, 8 horse power, 24 inch, like new. Call: 725-5697.

1990 Cavalier Z24, red/grey interior, loaded, auto, extended warranty, tinted window, 25,000 km, $15,500. Call: 683-2113 or 428-2293 Shift #2.

Dining room table, 3 side, 1 arm, 3 years old, beige material $600. Call: 623-6624.

1988 Glendale, 35' tipout, 21' awning, A/C 30'x10" deck, TV tower, rotor, winterized, immac. condition, on Rice Lake $23,000 or b.o. Call: 571-1039.

"Saunamatic" sauna heater unit, propane drive, 65,000 b.t.u., excellent for home, cottage or club, $500. Call: 666-9723 after 4:00 p.m.

Nice Xmas gifts, hand made, afghans $50, knee warmer $25, cushions, hand-quilted $30 each, wall hangings. Call: 725-7710 anytime.

White pine lumber from a 100-year-old tree, planed 3/4" thick 11 1/1" wide to 6" wide, 038 Stihl chainsaw, electronic, quickstop 18" bar. Call: 579-1622.

GMC Tracker or Suzuki sidekick convertible roof $700. Call: 579-6421.

White pine lumber from a 100-year-old tree, planed 3/4" thick 11 1/1" wide to 6" wide, 038 Stihl chainsaw, electronic, quickstop 18" bar. Call: 579-1622.

Cross-country ski kit like new, poles, skies, boots size 8 $50, complete beer-making kit used twice, new $60. Call: 723-5752.

1978 Artic Cat 3000 Jag, complete for parts, motor, track, hood, skiis, $200, 3'x8" box trailer, 3' racks 14" wheels $400. Call: 1-705-432-2595.

Raleigh 10-speed bike 19" frame $70 downhill ski boots rear entry, Nordica size 7, Raichle size 8 1/4 $55 each, excellent condition. Call: 416-885-4225.

1988 Optima LS, 43,000 km, 43 miles per gallon average, 5-speed, standard transmission, am/fm cassette, $6,900. Call: 728-8111 or 432-9036.

FOR RENT

Large 2-bedroom apartment, perfect layout for sharing, has two 4-piece bath and separate entrances on 2nd floor of home. Call: 725-1904.

Clean bright 1-bedroom basement apartment, carpet, fireplace, stove & fridge, shower $575 + 1/3 utilities. Call: 725-7474.

Furnished bachelor apartment, fridge, stove included, private entrance, first and last, Ritson North. Call: 579-3206.

Semi 3-bedroom, 5 appliances, 1st and last, $850 a month + utilities, South of Oshawa. Call: 433-0865 or 728-4415.

2-Bedroom house available immediately $40 first and lst, references. Call: 725-1317.

SERVICES

Are you the spouse or relative of a problem drinker and seeking help? Call: Al-Anon 728-1020.

Distress Centre. Telephone be-frienders. Available 24 hours a day. Call: 433-1121 or 686-2366.

Are You Coping with daily stresses? Community Involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, Call: 576-7661.

Babysitting available, Nanny with 8 years experience, five minutes from GM South Plant. Shift #1 preferred. Call: 579-4824 Theresa.

Day care available in my home, babies welcome. Five Points Mall area. Call: 579-3206.

Reliable R.N.A. will provide care for infants. Call: 725-7052.

WANTED TO BUY

Coleco games for Colecovision. Call: 683-8452.

Single twin, bed frame for 39" box spring. Call: 433-4093.

Texas instruments, home computers and accessories. Call: 1-705-876-1930 or #1 shift 7688 (Glen).

CAW TCA
CANADA

Union meeting

The next general membership meeting will be at

Date: December 6, 1990

Time: 7:30 pm

Place: CAW Local 222 Hall

1425 Phillip Murray Avenue

Remember, the "U" in "Union"" is YOU!

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